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Financing of the United Nations Organization Mission in the Democratic Republic of the Congo

Budget for the United Nations Organization Mission in the Democratic Republic of the Congo for the period from 1 July 2005 to 30 June 2006

Report of the Secretary-General

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Summary

The present report contains the budget for the maintenance of the United Nations Organization Mission in the Democratic Republic of the Congo (MONUC) for the period from 1 July 2005 to 30 June 2006, which amounts to $1,150,733,000, inclusive of budgeted voluntary contributions in kind in the amount of $3,203,000, and incorporates the amount of $383,187,800 authorized by the General Assembly in its resolution 59/285 B of 22 June 2005 for the maintenance of the Mission for the period from 1 July to 31 October 2005.

The mandate of MONUC was established by the Security Council in its resolution 1291 (2000) of 24 February 2000 and extended in its subsequent resolutions. By its resolution 1565 (2004) of 1 October 2004, the Council extended the deployment of the Mission until 31 March 2005, authorized the increase of MONUC strength by 5,900 personnel, including up to 341 civilian police personnel, as well as the deployment of appropriate and proportionate air mobility assets and other force enablers, and decided that MONUC would have the mandate set out in paragraphs 4, 5 and 7 of the resolution.

By its resolution 1592 (2005) of 30 March 2005, the Council extended the mandate of the Mission, as contained in its resolution 1565 (2004), until 1 October 2005, with the intention to renew it for further periods. By its subsequent resolution 1621 (2005) of 6 September 2005, the Council authorized an increase in the strength of MONUC by 841 personnel, including up to five formed police units of 125 officers each and the additional police personnel and authorized the Mission to provide additional support to the Independent Electoral Commission for the transport of electoral materials.

The budget provides for the deployment of 760 military observers, 15,814 military contingent personnel, 391 civilian police officers, 625 formed police personnel, 1,179 international staff, 2,225 national staff and 702 United Nations Volunteers, inclusive of 73 international staff, 274 national staff and 160 United Nations Volunteers for a six-month period in support of elections.

The total resource requirements for MONUC for the financial period from 1 July 2005 to 30 June 2006 have been linked to the Mission's objective through a number of results-based frameworks, grouped by components: peace and security; transitional process; humanitarian assistance and human rights; and support. The human resources of the Mission in terms of the number of personnel have been attributed to the individual components, with the exception of the Mission's executive direction and management, which can be attributed to the Mission as a whole.

The explanations of variances in resource levels, both human resources and financial resources, have, where applicable, been linked to specific outputs planned by the Mission.

Financial resources

(Thousands of United States dollars. Budget year is from 1 July 2005 to 30 June 2006.)

Category	*Expenditures (2003/04)*	*Apportionment (2004/05)*	*Cost estimates (2005/06)*	*Variance*	
				Amount	*Percentage*
Military and police personnel	262 734.7	383 820.2	451 380.5	67 560.3	17.6
Civilian personnel	112 562.7	149 236.2	185 274.3	36 038.1	24.1
Operational costs	261 188.0	421 709.7	510 875.2	89 165.5	21.1
Gross requirements	**636 485.4**	**954 766.1**	**1 147 530.0**	**192 763.9**	**20.2**
Staff assessment income	12 114.2	17 523.3	21 780.7	4 257.4	24.3
Net requirements	**624 371.2**	**937 242.8**	**1 125 749.3**	**188 506.5**	**20.1**
Voluntary contributions in kind (budgeted)	2 345.8	3 067.1	3 203.0	135.9	4.4
Total requirements	**638 831.2**	**957 833.2**	**1 150 733.0**	**192 899.8**	**20.1**

Human resources[a]

	Military observers	*Military contingents*	*Civilian police*	*Formed police units*	*International staff*	*National staff*[b]	*United Nations Volunteers*	*Government-provided personnel*	*Civilian electoral observers*	*Total*
Executive direction and management										
Mission headquarters										
Approved 2004/05	—	—	—	—	30	16	—	—	—	**46**
Proposed 2005/06	—	—	—	—	43	24	—	—	—	**67**
Field										
Approved 2004/05	—	—	—	—	27	6	—	—	—	**33**
Proposed 2005/06	—	—	—	—	27	6	—	—	—	**33**
Components										
Peace and security										
Mission headquarters										
Approved 2004/05	278	1 578	—	—	12	12	2	—	—	**1 882**
Proposed 2005/06	278	1 578	—	—	12	12	2	—	—	**1 882**
Field										
Approved 2004/05	482	12 696	—	—	16	3	10	—	—	**13 207**
Proposed 2005/06	482	12 304	—	—	16	3	10	—	—	**12 815**
Transitional process										
Mission headquarters										
Approved 2004/05	—	—	50	—	73	71	32	—	—	**226**
Proposed 2005/06	—	—	50	125	90	100	34	—	—	**399**
Field										
Approved 2004/05	—	100	218	—	97	149	52	—	—	**616**
Proposed 2005/06	—	—	341	500	129	269	100	—	—	**1 339**
Humanitarian assistance and human rights										
Mission headquarters										
Approved 2004/05	—	—	—	—	29	12	5	—	—	**46**
Proposed 2005/06	—	—	—	—	29	13	6	—	—	**48**
Field										
Approved 2004/05	—	—	—	—	66	53	27	—	—	**146**
Proposed 2005/06	—	—	—	—	69	65	33	—	—	**167**
Support[c]										
Mission headquarters										
Approved 2004/05	—	77	—	—	286	301	143	—	—	**807**
Proposed 2005/06	—	77	—	—	329	364	149	—	—	**919**
Field										
Approved 2004/05	—	1 263	—	—	339	732	220	—	—	**2 554**
Proposed 2005/06	—	1 855	—	—	435	1 369	368	—	—	**4 027**
Total										
Approved 2004/05	760	15 714	268	—	975	1 355	491	—	—	**19 563**
Proposed 2005/06	760	15 814	391	625	1 179	2 225	702	—	—	**21 696**
Net change	**—**	**100**	**123**	**625**	**204**	**870**	**211**	**—**	**—**	**2 133**

[a] Represents highest level of authorized/proposed strength.

[b] Includes national officers and national General Service staff.

[c] Includes Security and Safety Section.

The actions to be taken by the General Assembly are set out in section IV of the present report.

I. Mandate and planned results

1. The mandate of the United Nations Organization Mission in the Democratic Republic of the Congo (MONUC) was established by the Security Council in its resolution 1291 (2000) of 24 February 2000. By its resolution 1565 (2004) of 1 October 2004, the Council extended the deployment of MONUC until 31 March 2005, authorized the increase of 5,900 personnel in the Mission's strength, including up to 341 civilian police personnel, as well as the deployment of appropriate and proportionate air mobility assets and other force enablers, and decided that MONUC would have the mandate set out in paragraphs 4, 5 and 7 of the resolution. By its resolution 1592 (2005) of 30 March 2005, the Council extended the mandate of the Mission, as contained in its resolution 1565 (2004), until 1 October 2005, with the intention to renew it for further periods and encouraged MONUC to make full use of its mandate under resolution 1565 (2004) in the eastern part of the Democratic Republic of the Congo.

2. By its subsequent resolution 1621 (2005) of 6 September 2005, the Council authorized an increase of 841 personnel in the strength of the Mission, including up to five formed police units of 125 officers each and the additional police personnel. By the same resolution, the Council also authorized MONUC to provide additional support to the Independent Electoral Commission for the transport of electoral materials.

3. MONUC is mandated to help the Security Council achieve an overall objective, namely, to maintain international peace and security in the region.

4. Within this overall objective, MONUC will, during the budget period, contribute to a number of expected accomplishments by delivering related key outputs, shown in the frameworks below. These frameworks are grouped by components: peace and security; transitional process; humanitarian and human rights; and support. The expected accomplishments would lead to the fulfilment of the Security Council's objective within the time frame of the Mission, and the indicators of achievement provide a measurement of progress towards such accomplishments during the budget period. The human resources of the Mission in terms of number of personnel have been attributed to the individual components, with the exception of the Mission's executive direction and management, which can be attributed to the Mission as a whole. Variances in the number of personnel, compared to the budget of 2004/05, including temporary staff for a six-month period in support of elections funded under general temporary assistance, have been explained under the respective components.

5. Compared to the frameworks presented in the context of the Mission's budget of 2004/05, the frameworks for 2005/06 reflect a revised component structure based on the recommendations contained in the third special report of the Secretary-General on MONUC to the Security Council (S/2004/650), which provides a more focused political and military strategy for MONUC through which the Mission, in fulfilling its mandate, could more effectively engage transitional leaders and international partners.

6. In his aforementioned report to the Security Council, the Secretary-General elaborated a critical path of the transition, focusing on the most essential elements necessary to establish peace and security in the Democratic Republic of the Congo, namely: (a) the restoration of security throughout the territory of the Democratic

Republic of the Congo through military integration and disarmament, demobilization and reintegration, the strengthening of law and order, and progress on disarmament, demobilization, repatriation, resettlement and reintegration; (b) the effective territorial reunification of the country through the restoration of a unified administration and border control mechanisms; (c) the adoption of the legislative framework necessary for the electoral process and the elaboration of a new constitution; and (d) the holding of credible national elections, providing the basis for democratic rule in the country.

7. The revised component structure of the Mission's frameworks reflects this strategy by focusing on peace and security (the provision of security through MONUC military deployments, the disarmament, demobilization, repatriation, resettlement and reintegration of foreign armed groups and the disarmament, demobilization and reintegration of Congolese combatants), the transitional process (essential legislation, the extension of State authority, economic management, the normalization of relations with key border States and security sector reform (military and police)) and elections; and improved humanitarian conditions in the country and progress towards respect for human rights.

8. The Mission is headed by the Special Representative of the Secretary-General at the Under-Secretary-General level assisted by a Principal Deputy Special Representative of the Secretary-General and a Deputy Special Representative of the Secretary-General (Resident Coordinator/Humanitarian Coordinator) at the Assistant Secretary-General level. Reporting directly to the Special Representative of the Secretary-General are the Force Commander at the Assistant Secretary-General level, the Director of Administration (D-2) and the heads of field and liaison offices, with the Mission's Civilian Police Commissioner, who heads the civilian police establishment of MONUC, reporting to the Principal Deputy Special Representative of the Secretary-General.

9. Pursuant to Security Council resolution 1565 (2004), the Mission adjusted its military concept of operations, with force deployment concentrated in the east of the country. The reconfigured military force comprises an Eastern Division (the Ituri, North Kivu and South Kivu Brigades, a reserve battalion and support elements) under the command of a Division Commander (D-2) operating from the divisional headquarters in Kisangani, and a Western Brigade (three battalions, including a Mission reserve battalion and support elements) commanded from the Force headquarters in Kinshasa.

10. The Mission's logistical concept of operations has also been adjusted with the intention of establishing, operating and maintaining additional infrastructure and providing necessary communications, mobility and sustainment capabilities essential to support the reconfigured deployment of the military force. The Mission headquarters will continue its operations from the capital, Kinshasa, where the Offices of the Special Representative of the Secretary-General and Force Commander are located. Support facilities and administrative and technical services to the substantive, military and civilian police personnel will be provided from the Mission headquarters, the Kisangani divisional headquarters, six regional offices and 30 major field locations where Mission personnel are deployed, including the significantly expanded Bunia, Bukavu and Goma offices, as well as logistics bases in Bunia, Entebbe, Uganda, Kinshasa and Kigoma, United Republic of Tanzania.

Executive direction and management

11. Overall direction and management of the Mission are provided by the Office of the Special Representative of the Secretary-General, which is managed by a Director (D-2). The Office comprises the Legal Affairs Section, the Joint Mission Analysis Cell, the Conduct and Discipline Unit, the Protocol Unit and the Quick-impact Projects Unit. The heads of field and liaison offices, the Joint Mission Analysis Cell and the Conduct and Discipline Unit report directly to the Special Representative of the Secretary-General. The immediate offices of Deputy Special Representatives of the Secretary-General are also shown under the above heading since outputs related to their responsibilities are reflected in more than one framework component.

Table 1
Human resources: executive direction and management

	International staff										
	USG–ASG	*D-2–D-1*	*P-5–P-4*	*P-3–P-1*	*Field Service*	*General Service*	*Security Service*	*Subtotal*	*National staff*[a]	*United Nations Volunteers*	*Total*
Office of the Special Representative of the Secretary-General and Office of the Deputy Special Representatives[b]											
Headquarters											
Approved 2004/05	3	1	10	7	1	8	—	**30**	16	—	**46**
Proposed 2005/06	3	2	14	14	1	9	—	**43**	24	—	**67**
Net change	—	**1**	**4**	**7**	—	**1**	—	**13**	**8**	—	**21**
Field[c]											
Approved 2004/05	—	—	1	—	—	1	—	**2**	1	—	**3**
Proposed 2005/06	—	—	1	—	—	1	—	**2**	1	—	**3**
Net change	—	—	—	—	—	—	—	—	—	—	—
Subtotal											
Approved 2004/05	3	1	11	7	1	9	—	**32**	17	—	**49**
Proposed 2005/06	3	2	15	14	1	10	—	**45**	25	—	**70**
Net change	—	**1**	**4**	**7**	—	**1**	—	**13**	**8**	—	**21**
Heads of liaison and field offices											
Field											
Approved 2004/05	—	4	12	1	—	8	—	**25**	5	—	**30**
Proposed 2005/06	—	4	12	1	—	8	—	**25**	5	—	**30**
Net change	—	—	—	—	—	—	—	—	—	—	—
Grand total											
Approved 2004/05	3	5	23	8	1	17	—	**57**	22	—	**79**
Proposed 2005/06	3	6	27	15	1	18	—	**70**	30	—	**100**
Net change	—	**1**	**4**	**7**	—	**1**	—	**13**	**8**	—	**21**

[a] Includes national officers and national General Service staff.
[b] Includes Protocol Unit, Legal Affairs Section, Joint Mission Analysis Cell, Quick-impact Projects Unit and Conduct and Discipline Unit (14 positions in the Conduct and Discipline Unit, comprising 1 D-1, 1 P-5, 2 P-4, 3 P-3, 1 Field Service, 1 General Service (Other level), and 5 national staff, including 2 national officers, are funded under general temporary assistance).
[c] Legal Affairs Section.

12. The increase of 21 posts and temporary positions in the proposed staffing establishment of the Office of the Special Representative of the Secretary-General is attributable to the establishment of the Joint Mission Analysis Cell and the Conduct and Discipline Unit, as explained below.

Joint Mission Analysis Cell

	International staff										
Civilian staff	*USG-ASG*	*D-2-D-1*	*P-5-P-4*	*P-3-P-1*	*Field Service*	*General Service*	*Security Service*	***Subtotal***	*National staff*[a]	*United Nations Volunteers*	***Total***
Mission headquarters											
Approved 2004/05	—	—	—	—	—	—	—	—	—	—	—
Proposed 2005/06	—	—	2	5	—	1	—	**8**	4	—	12
Net change	—	—	**2**	**5**	—	**1**	—	**8**	**4**	—	**12**
Field											
Approved 2004/05	—	—	—	—	—	—	—	—	—	—	—
Proposed 2005/06	—	—	—	—	—	—	—	—	—	—	—
Net change	—	—	—	—	—	—	—	—	—	—	—
Total											
Approved 2004/05	—	—	—	—	—	—	—	—	—	—	—
Proposed 2005/06	—	—	2	5	—	1	—	**8**	4	—	12
Net change	—	—	**2**	**5**	—	**1**	—	**8**	**4**	—	**12**

[a] National officers.

Justification

Joint Mission Analysis Cell

Mission expansion

- **International staff: increase by 8 posts (all Mission headquarters)**
- **National staff: increase by 4 posts (all Mission headquarters)**

The establishment of a Joint Mission Analysis Cell would enable the Mission to create the integrated civilian/military management mechanism for conducting threat and risk analysis and security assessment in the Mission area, with particular emphasis on low-intensity conflict prevention and crisis management. As a multidisciplinary unit, the Joint Mission Analysis Cell would gather and consolidate information and produce a strategic analysis of medium and long-term threats to the Mission and the peace process in the Democratic Republic of the Congo, as well as recommendations for the Mission's senior management, which would integrate civilian aspects (political, humanitarian, security) and military issues. Functioning as a "clearing house" for information and analysis from all components of MONUC, the Cell would be complementary to the Mission's substantive offices and would also draw upon the reporting by military observers and contingents. Unlike the Security and Safety Section, which deals with threats of an immediate and tangible nature, the Cell would

respond to the requirements of the Mission's senior management for across-the-board integrated threat analysis and recommendations covering both military and substantive activities of the Mission.

The Joint Mission Analysis Cell would be headed by a Senior Information Analyst (P-5) who would manage the Cell, assign tasks to Cell staff, oversee the preparation and approve threat and risk analyses and reports on local, national and security risk scenarios linked to the transitional and electoral processes, including identification of transitional process spoilers, assessment of political and military risks and threats, analysis of information on violations of the arms embargo and recommendations on crisis management, conflict prevention and conflict resolution. The head of the Cell would be assisted by two Information Analysts acting as team leaders (one P-4 and one P-3) responsible for the overall coordination of Cell work covering, respectively, the eastern and western regions of the Democratic Republic of the Congo; two Political Information Analysts (P-3 and P-2) responsible for the analysis of low-intensity conflicts in the country, their political implications and the resulting potential security threats, the analysis of political developments and the potential for conflicts or crises; one Security Information Analyst (P-3) responsible for the analysis of the security aspects of the transitional and electoral processes, risk evaluation associated with the national disarmament, demobilization and reintegration programmes and security sector reform, liaison with the national police, intelligence agencies and related institutions; and one Humanitarian Information Analyst (P-2) responsible for the analysis of humanitarian threats and concerns related to low-intensity conflicts and crises, and their humanitarian implications; analysis of potential humanitarian implications from the Mission's military actions and collection and analysis of information on the arms embargo violations from sources in the humanitarian community.

In order to provide a well-informed analysis of local and national perceptions of conflicts and crises, the Joint Mission Analysis Cell would also require four Information Analysts (national officers) who would be responsible for the collection of information and contribute to its analysis, as well as the monitoring of the political and security situation, in particular, during the elections. The incumbents of these posts would have a knowledge of national languages, an understanding of local realities and a grasp of conflict dynamics from a local perspective and likely scenarios of conflict development and resolution. The Cell would be supported by one Administrative Assistant (General Service (Other level)).

To facilitate coordination and interface with the military component of the Mission, the Joint Mission Analysis Cell would also include three military Information Analysts (two to cover the eastern region of the Democratic Republic of the Congo and one to cover the western region).

The proposed staffing establishment of the Joint Mission Analysis Cell would be accommodated in part through the utilization of one approved P-3 post from the disbanded Mission Planning and Tracking Unit.

Conduct and Discipline Unit[a]

Civilian staff	International staff: USG-ASG	D-2-D-1	P-5-P-4	P-3-P-1	Field Service	General Service	Security Service	Subtotal	National staff[b]	United Nations Volunteers	Total
Mission headquarters											
Approved 2004/05	—	—	—	—	—	—	—	—	—	—	—
Proposed 2005/06	—	1	3	3	1	1	—	9	5	—	14
Net change	—	1	3	3	1	1	—	9	5	—	14
Field											
Approved 2004/05	—	—	—	—	—	—	—	—	—	—	—
Proposed 2005/06	—	—	—	—	—	—	—	—	—	—	—
Net change	—	—	—	—	—	—	—	—	—	—	—
Total											
Approved 2004/05	—	—	—	—	—	—	—	—	—	—	—
Proposed 2005/06	—	1	3	3	1	1	—	9	5	—	14
Net change	—	1	3	3	1	1	—	9	5	—	14

[a] All positions are funded under general temporary assistance.
[b] Includes national officers and national General Service staff.

Justification

Conduct and Discipline Unit

- **International staff: increase by 9 temporary positions (all Mission headquarters)**
- **National staff: increase by 5 temporary positions (all Mission headquarters)**

In paragraph 11 of its resolution 1592 (2005) of 30 March 2005, regarding acts of sexual exploitation and abuse committed by Mission personnel against the local population, the Security Council requested the Secretary-General to ensure compliance with the zero-tolerance policy he had defined and with the measures put in place to prevent and investigate all forms of misconduct, discipline those found responsible, provide support to the victims, pursue active training and awareness-raising for all MONUC personnel and keep the Council regularly informed of the measures implemented and their effectiveness.

The Conduct and Discipline Unit would enable the Mission to provide strategic guidance and advice to the Special Representative of the Secretary-General on the prevention, identification and response to misconduct of Mission personnel, including on disciplinary procedures and guidelines.

The Unit would be headed by a Chief (D-1) reporting to the Special Representative of the Secretary-General and responsible for the formulation and implementation of the work programme of the Office, the development of policies and strategies relating to the conduct of personnel and the overall direction and supervision of the staff of the Unit. The incumbent would also represent MONUC on disciplinary issues in meetings with the officials of the Government of the Democratic Republic of the Congo, as well as with the visiting senior officials from troop and police-contributing countries and senior United Nations officials and national and international media, would ensure coherence between efforts of the Department of Peacekeeping

Operations to address personnel misconduct issues and those of other United Nations agencies, funds and programmes and non-governmental organizations (NGOs) in the country and would be responsible for providing guidance to MONUC senior management and liaison with United Nations Headquarters on compliance with policies, strategies, procedures and guidelines on personnel misconduct issues.

The head of the Unit would be supported by a Senior Personnel Conduct Officer (P-5) who would serve as his/her deputy and the Mission's focal point on sexual exploitation and abuse and would be responsible for assisting the Head of Unit in the planning, managing and implementation of the activities of the Unit, the development of systems, measures and mechanisms to prevent, identify and respond to misconduct by all categories of Mission personnel, provision of technical guidance on disciplinary procedures and guidelines for preliminary fact-finding and boards of inquiry, provision of substantive input into the preparation of reports and development of policies, identification of lessons learned and best practices relating to the conduct of personnel and liaison and follow up with United Nations Headquarters on investigations; a Personnel Conduct and Discipline Officer (P-4) who would serve as the Mission's alternate focal point on sexual exploitation and abuse and would be responsible for developing measures to prevent, identify and respond to misconduct by Mission personnel, receiving, reviewing and forwarding complaints about alleged misconduct of the Mission's military, police and civilian personnel, developing systems to monitor the implementation and effectiveness of all Mission efforts to address personnel misconduct and contributing to the development of a personnel misconduct data management system; a Personnel Conduct and Discipline Officer (P-4) who would be responsible for conducting initial fact-finding into allegations of personnel misconduct, interviewing witnesses and victims; examining, evaluating and documenting evidence, drafting preliminary fact-finding reports, making recommendations on appropriate action and identifying lessons learned and best practices; two Programme Officers (P-3) who would be responsible for implementing measures to promote awareness on the part of all categories of peacekeeping personnel of the United Nations standards of conduct by providing training and implementing preventive measures regarding sexual exploitation and abuse; one Operations/Reporting Officer (P-3) who, supported by a Data Entry Clerk (Field Service), would be responsible for the design and maintenance of a database management system on personnel misconduct, developing reporting formats and preparing analytical, narrative and statistical reports.

The Unit would also include an Administrative Assistant (General Service (Other level)) responsible for providing administrative support to the Unit as well as 2 Personnel Conduct and Discipline Officers (national officers) responsible for developing and assisting in the implementation of locally appropriate measures to prevent, identify and respond to personnel misconduct; provide training to the Mission's national personnel on the United Nations standards of conduct, including specific training on sexual exploitation and abuse, and liaise with the United Nations agencies, funds and programmes, NGOs and other organizations on victim assistance issues.

The Conduct and Discipline Unit would be supported by 3 Translators/Drivers (national General Service staff).

Staffing requirements of the Conduct and Discipline Unit would be in part accommodated through the conversion to general temporary assistance positions of the approved posts in the ex-Community Relations Office (1 P-5, 1 General Service (Other level), 1 national General Service staff) and 1 Field Service post from the ex-Mandate Planning and Tracking Unit.

Component 1: peace and security

Expected accomplishments	*Indicators of achievement*
1.1 Prevalence of stability and security in the Democratic Republic of the Congo	1.1.1 No resumption of conflict that could destabilize the transitional and post-electoral process

Outputs

- 420,000 troop patrol person days to observe, report and, if possible, counter violations by illegal armed groups in eastern Democratic Republic of the Congo (35 troops per patrol x 3 patrols per company x 20 companies x 200 days)
- 748,250 troop patrol person days to prevent violations by illegal armed groups in any part of the Democratic Republic of the Congo (2,050 troops x 365 days)
- 600 air patrol hours
- 71,175 mobile patrol person days across the Democratic Republic of the Congo for reconnaissance, observation, investigations of ceasefire violations, monitoring of the arms embargo, the illegal exploitation of natural resources and support to disarmament, demobilization and reintegration/disarmament, demobilization, repatriation, resettlement and reintegration (3 military observers per patrol x 65 patrols x 365 days)
- 7,200 boat patrol person days (10 troops per pusher x 6 pushers x 120 days) on the lakes in the east of the country for patrolling, including observation of the arms embargo, illegal troop movements and illegal riverine activities
- 277,400 manned checkpoint person days across North and South Kivu and Katanga provinces to observe and monitor the situation (10 troops per checkpoint x 19 companies x 4 checkpoints per company x 365 days)
- 262,800 manned checkpoint days across Ituri province to observe and monitor the situation (10 troops per checkpoint x 4 checkpoints per company x 6 companies x 365 days outside Bunia and 10 troops per checkpoint x 8 checkpoints per company x 6 companies x 365 days in Bunia)
- Establishment of an operational link with the United Nations Operation in Burundi on the monitoring of cross-border movements of combatants between the Democratic Republic of the Congo and Burundi
- 7,488 military observer monitoring days (6 observers per airfield x 4 airfields x 6 days per week x 52 weeks) and 1,560 boat patrol days (2 lakes x 3 ports per day x 5 days per week x 52 weeks) to monitor and report on arms embargo violations in North and South Kivu, Ituri and on Lakes Albert and Kivu
- 547,500 troop escort days for security of the transitional Government and MONUC elements in Kinshasa (1,500 troops x 365 days)
- Organization of 20 advocacy meetings with military authorities and civil society on the cessation of the use of landmines

Expected accomplishments	*Indicators of achievement*
1.2 Disarmament, demobilization and repatriation of foreign armed groups in the Democratic Republic of the Congo	1.2.1 Voluntary repatriation of the remaining 10,000 foreign combatants in the Democratic Republic of the Congo (4,613 by 31 December 2003, 11,368 by 31 December 2004 and 11,736 by 24 June 2005)

Outputs

- 50 field surveys in local languages to sensitize and prepare groups of foreign combatants entering into disarmament, demobilization, repatriation, resettlement and reintegration
- 54,750 troop patrol person days for the establishment of 6 temporary assembly areas for the disarmament and demobilization of foreign combatants and provision of security (25 troops per patrol x 6 temporary assembly areas x 365 days)
- Regular meetings on disarmament, demobilization, repatriation, resettlement and reintegration with leaders of foreign armed groups, the transitional Government, neighbouring countries and the United Nations system funds and programmes (United Nations Children's Fund (UNICEF), Office of the United Nations High Commissioner for Refugees (UNHCR), United Nations Development Programme (UNDP), World Food Programme (WFP)) on the voluntary disarmament of foreign armed groups
- Daily radio programmes in local languages, 100,000 pamphlet/leaflets in local languages and 12 briefings for the media and other concerned parties, including student organizations, political parties, civil society, local media and authorities in support of disarmament, demobilization, repatriation, resettlement and reintegration operations
- Advice to the transitional Government on the implementation of special procedures for the disarmament, demobilization, repatriation, resettlement and reintegration of foreign child soldiers
- Operations in support of the Forces armées de la République démocratique du Congo (FARDC) to disarm foreign combatants, including joint positioning, cordon and search operations, the establishment of weapons-free zones and advice to the Joint Verification Mechanism

Expected accomplishments	*Indicators of achievement*
1.3 Disarmament and demobilization of Congolese combatants in the Democratic Republic of the Congo	1.3.1 Disarmament of 25,000 Congolese combatants for entry into demobilization

Outputs

- Weekly coordination meetings with the World Bank/Multi-country Demobilization and Reintegration Programme, UNDP, UNICEF, the United Nations Development Fund for Women (UNIFEM), the European Union, the Commission nationale de désarmament, demobilization et reinsertion (CONADER), the Structure militaire intégrée (SMI), the international community and other partners on the operational aspects of the disarmament, demobilization and reintegration of combatants, including children and camp followers
- Weekly technical coordination meetings of the Security Sector Reform Commission and monthly meetings of the Joint Security Sector Reform Commission
- 4 evaluation reports and follow-up field visits to the six centres de brassage presented to the Joint Security Sector Reform Commission

- Transfer of 6,000 children associated with armed groups to transit care facilities and/or to their communities
- Regular advocacy/sensitization meetings with military, civilian authorities and civil society on withdrawing children from armed groups, their reintegration and prevention of recruitment
- 228,125 patrol person days to provide security at disarmament sites (25 troops per patrol x 25 disarmament sites x 365 days)
- Countrywide public information campaign on disarmament, demobilization and repatriation, including: 3 issues of MONUC Magazine in 40,000 copies, 1 poster in 100,000 copies in 4 national languages and French, 10 issues of MONUC Bulletin distributed electronically biweekly, 15 issues of MONUC Weekly distributed electronically in French and English, 20 issues of MONUC News distributed weekly electronically in 4 national languages, 500 hours of general radio programming, 200 hours of radio programmes on disarmament, demobilization and reintegration, 1 video on disarmament, demobilization and reintegration, 1 film: "Birth of a Mission-Rebirth of a Nation", 15 articles published online
- Advice to the transitional Government on the registration, collection, storage and destruction of weapons surrendered by ex-combatants

External factors

Troop-contributing countries will continue to provide troops; international support and funding will be provided to the transitional Government for the integration of police and army; 9 integrated FARDC brigades will be deployed; CONADER will develop sustainable reinsertion programmes with UNDP and the World Bank; the transitional Government and the Governments of the countries of origin of foreign combatants will continue to support disarmament, demobilization, repatriation, resettlement and reintegration operations as well as the establishment and maintenance of an acceptable level of confidence and security in eastern Democratic Republic of the Congo, particularly in the Kivus; commanders of the foreign armed groups will cooperate

Table 2
Human resources: component 1, peace and security

Category	*Total*
I. Military observers	
Approved 2004/05	**760**
Proposed 2005/06	**760**
Net change	—
II. Military contingents	
Approved 2004/05	**14 274**
Proposed 2005/06	**13 882**
Net change	**(392)**

III. Civilian staff	International staff: USG-ASG	D-2-D-1	P-5-P-4	P-3-P-1	Field Service	General Service	Security Service	Subtotal	National staff[a]	United Nations Volunteers	Total
Office of the Force Commander											
Headquarters											
Approved 2004/05	1	1	—	—	2	—	—	**4**	4	—	**8**
Proposed 2005/06	1	1	—	—	2	—	—	**4**	4	—	**8**
Net change	—	—	—	—	—	—	—	—	—	—	—
Field[b]											
Approved 2004/05	—	1	1	—	—	1	—	**3**	1	—	**4**
Proposed 2005/06	—	1	1	—	—	1	—	**3**	1	—	**4**
Net change	—	—	—	—	—	—	—	—	—	—	—
Subtotal											
Approved 2004/05	1	2	1	—	2	1	—	7	5	—	**12**
Proposed 2005/06	1	2	1	—	2	1	—	7	5	—	**12**
Net change	—	—	—	—	—	—	—	—	—	—	—
Office of Disarmament, Demobilization, Repatriation, Resettlement and Reintegration/Disarmament, Demobilization and Reintegration											
Headquarters											
Approved 2004/05	—	1	3	2	2	—	—	**8**	8	2	**18**
Proposed 2005/06	—	1	3	2	2	—	—	**8**	8	2	**18**
Net change	—	—	—	—	—	—	—	—	—	—	—
Field											
Approved 2004/05	—	—	4	8	1	—	—	**13**	2	10	**25**
Proposed 2005/06	—	—	4	8	1	—	—	**13**	2	10	**25**
Net change	—	—	—	—	—	—	—	—	—	—	—
Subtotal											
Approved 2004/05	—	1	7	10	3	—	—	**21**	10	12	**43**
Proposed 2005/06	—	1	7	10	3	—	—	**21**	10	12	**43**
Net change	—	—	—	—	—	—	—	—	—	—	—
Subtotal, civilian staff											
Approved 2004/05	1	3	8	10	5	1	—	**28**	15	12	**55**
Proposed 2005/06	1	3	8	10	5	1	—	**28**	15	12	**55**
Net change	—	—	—	—	—	—	—	—	—	—	—

	International staff										
III. Civilian staff	USG -ASG	D-2 -D-1	P-5 -P-4	P-3 -P-1	Field Service	General Service	Security Service	**Subtotal**	National staff[a]	United Nations Volunteers	**Total**
Grand total (I-III)											
Approved 2004/05											**15 089**
Proposed 2005/06											**14 697**
Net change											**(392)**

[a] National General Service staff.
[b] Includes Eastern Division headquarters (Kisangani).

Component 2: transitional process

Expected accomplishments	*Indicators of achievement*
2.1 Free, transparent and peaceful elections in the Democratic Republic of the Congo	2.1.1 Adoption by the Parliament and promulgation of legislation related to elections, including the electoral law and the law on amnesty
	2.1.2 Completion of the registration of 80 per cent of the estimated electorate of some 20 to 25 million
	2.1.3 186 political parties sign and abide by the Code of Conduct prepared by the Independent Electoral Commission (IEC)
	2.1.4 Conduct of elections with participation of 70 per cent of registered voters
	2.1.5 Establishment by IEC of 9,000 registration centres and 40,000 polling stations in all 11 provinces of the Democratic Republic of the Congo

Outputs

- Advice and secretariat support to the Joint Commissions on essential legislation and the electoral process
- Advice to the transitional Government and IEC on the parties' compliance with the Code of Conduct during elections
- Advice to the transitional Government on the organization and conduct of elections in accordance with electoral time frames, including the preparation of integrated operational, logistical and security plans for all phases of the electoral process
- Advice to the transitional Government and national NGOs on gender awareness programmes, including the implementation of Security Council resolution 1325 (2000) of 30 October 2000, the Convention on the Elimination of All Forms of Discrimination against Women, and organizing activities for International Women's Day and 16 Days of Activism on violence against women

- Advice to the IEC independent Electoral Adjudication Mechanism
- Training of 21 members of IEC in Kinshasa and 88 members of IEC in 11 provinces on the electoral process
- Convening of weekly meetings of the Technical Committee in Support of the Electoral Process and coordination of international funding and support arrangements for holding elections
- Organization and co-chairing of bimonthly meeting of the Steering Committee of the Technical Assistance Project on Electoral Assistance in Congo (APEC)
- Advice to the transitional Government on the countrywide civic and voter education campaign and the involvement and participation of women in the electoral process
- Countrywide public information campaign in support of key IEC-identified electoral phases, including production of civic/voter education programmes for local television stations and community screening in the sectors; daily radio programmes on elections; flyers; 300,000 posters in Kinshasa and in the sectors in French and 4 national languages; and 8 joint MONUC/IEC sensitization seminars on elections
- Countrywide public information campaign to promote peace and democracy, including 6 issues of MONUC Magazine *Cap sur les élections* in 40,000 copies each; 30 issues of MONUC Bulletin distributed electronically biweekly; 20 issues of MONUC Weekly distributed electronically in French and English; 20 issues of MONUC News distributed electronically weekly in 4 national languages; 480 hours of short-wave radio programming on elections; 20 video productions; 150 articles published online; 50 press briefings; 100 press releases; 2 media trips; 12 Information Days; 2 seminars/workshops; 500 media kits; 200 interviews and 12 articles or letters to the editors
- Daily advice on logistics, administrative and legal issues, training and civic education activities related to the electoral process to 75 field offices of IEC in 11 provinces

Expected accomplishments	*Indicators of achievement*
2.2 Stability in the functioning of transitional institutions in the Democratic Republic of the Congo	2.2.1 Establishment by the transitional Government, donors and international financial institutions of an advisory group on economic management
	2.2.2 Integration and deployment of 9 Congolese military brigades in the east of the Democratic Republic of the Congo

Outputs

- Advice to leaders of the transitional institutions on good governance and implementation of the Global and All-inclusive Agreement
- Advice to the transitional Government on combating economic mismanagement
- Advice to the transitional Government on the maintenance of State institutions, including through the payment of salaries of civil servants
- Advice to the transitional Government on the extension of State authority in Ituri, including on the establishment of administrative, financial and security services
- Advice to the international financial institutions on the political impact of their socio-economic assistance programmes to the Democratic Republic of the Congo

- Advice to transitional institutions on judicial and corrections reform, in accordance with generally accepted international standards, and regular liaison and advice to donors
- Daily liaison with and advice to government representatives at the provincial level to reduce political tensions and improve good governance
- Conflict management initiatives in the eastern Democratic Republic of the Congo on a daily basis, including use of good offices, daily contact with belligerents and civil society, and proposals for reconciliation mechanisms to local and national authorities as well as community leaders
- Organization of biweekly coordination meetings in 12 locations with transitional authorities, international political actors and United Nations partners to garner political and financial support for local peace initiatives
- Monthly meetings of the Joint Commission on Security Sector Reform to coordinate and advise on the process of military integration and police reform
- Regular meetings with the transitional Government and donors to advise on the implementation of integration programmes and logistical support to Congolese military brigades
- 4 reports of the Secretary-General to the Security Council on the progress in the transitional process

Expected accomplishments	*Indicators of achievement*
2.3 Progress in institutional development and capacity-building of the Police nationale congolaise, including for the electoral process	2.3.1 Establishment by the transitional Government of 1 national, 11 provincial and 164 local Police Operation Centres
	2.3.2 Investigation by the transitional Government of all reported human rights abuses by the Police nationale congolaise (174 in 2004/05)
	2.3.3 Establishment by the transitional Government of a national security plan for the elections

Outputs

- Advice to donors on the conduct of registration and certification of Police nationale congolaise (PNC) personnel
- Selection and training of three Integrated Police Units (500 officers each)
- Training and certification of 250 PNC trainers including on gender awareness issues
- Training and mentoring of 10,000 PNC officers, in 5 provinces (Kinshasa, Kisangani, Lubumbashi, Mbuji-Mayi, Bukavu) in the area of crowd-control, including negotiation and non-lethal policing techniques
- 9,125 formed police units patrol days with PNC crowd-control units to enhance their capability in 5 provinces, in support of the security of the electoral process (25 formed police unit officers x 365 days)
- Advice to national police authorities in the additional 8 sectors and subsectors in the Democratic Republic of the Congo

- Colocation of international police advisers with the Inspector General of PNC in Kinshasa and with each of the 11 Provincial Inspectorates of PNC, as well as with all Commanders of anti-riot units and all PNC commissariats in 19 sectors
- Advice to PNC on the preparation and implementation of the security plan for elections
- Advice to the Government and PNC on the police reform and coordination of the liaison between the Government and potential bilateral partners and donors
- Organization of weekly meetings with international donors to coordinate assistance to PNC
- Preparation of basic police training manuals for PNC for use by its trainers
- Weekly meetings with PNC at the national and provincial levels to advise on the internationally accepted community policing practices
- Organization of regular meetings with donors to coordinate the provision of equipment for 35,700 PNC officers through the UNDP-managed trust fund
- Development and maintenance of a database for PNC officers misconduct

Expected accomplishments	*Indicators of achievement*
2.4 Normalization of relations between the Democratic Republic of the Congo and its neighbouring States, particularly Rwanda, Uganda and Burundi	2.4.1 1 Exchange of ambassadors between the Democratic Republic of the Congo and Rwanda, Uganda and Burundi
	2.4.2 No reports on the use by armed groups of territories of neighbouring States as staging grounds

Outputs

- Secretariat and logistical support to the Joint Verification Mechanism
- Advice and administrative and logistical support to the group of experts on the arms embargo and arms flows to the Democratic Republic of the Congo
- Advice to senior officials of the Democratic Republic of the Congo and neighbouring States on the normalization of bilateral relations with the Democratic Republic of the Congo
- Monthly meetings between the Special Representative of the Secretary-General and senior representatives from the neighbouring States on the normalization of relations between the Democratic Republic of the Congo, Rwanda, Uganda and Burundi
- Daily working level liaison with the Government and international officials in Kigali, Kampala and Pretoria on normalizing relations between the Democratic Republic of the Congo and countries in the region

External factors

The transitional Government will continue to cooperate with the international donors in the institutional development and capacity-building of PNC and donors will continue to provide the required funding; MONUC civilian police officers will be collocated with PNC units at the operational level; the MONUC civilian police component will be deployed to the authorized level; regional States will cease all support to illegal armed groups in the Democratic Republic of the Congo and will abstain from direct intervention in the country

Table 3
Human resources: component 2, transitional process

Category	*Total*
I. Military observers	
Approved 2004/05	—
Proposed 2005/06	—
Net change	—
II. Military contingents	
Approved 2004/05	**100**
Proposed 2005/06	—
Net change	**(100)**
III. Civilian police	
Approved 2004/05	268
Proposed 2005/06	391
Net change	**123**
IV. Formed police	
Approved 2004/05	—
Proposed 2005/06	625
Net change	**625**

	International staff										
V. Civilian staff	*USG -ASG*	*D-2 -D-1*	*P-5 -P-4*	*P-3 -P-1*	*Field Service*	*General Service*	*Security Service*	***Subtotal***	*National staff*[a]	*United Nations Volunteers*	***Total***
Political Affairs Division											
Headquarters											
Approved 2004/05	—	3	9	5	—	4	—	**21**	4	3	**28**
Proposed 2005/06	—	3	9	5	—	4	—	**21**	5	3	**29**
Net change	—	—	—	—	—	—	—	—	**1**	—	**1**
Field											
Approved 2004/05	—	—	12	34	—	—	—	**46**	26	1	**73**
Proposed 2005/06	—	—	12	39	—	—	—	**51**	39	1	**91**
Net change	—	—	—	**5**	—	—	—	**5**	**13**	—	**18**

V. Civilian staff	International staff										
	USG -ASG	D-2 -D-1	P-5 -P-4	P-3 -P-1	Field Service	General Service	Security Service	Subtotal	National staff[a]	United Nations Volunteers	Total
Subtotal											
Approved 2004/05	—	3	21	39	—	4	—	67	30	4	101
Proposed 2005/06	—	3	21	44	—	4	—	72	44	4	120
Net change[b]	—	—	—	5	—	—	—	5	14	—	19
Office of Public Information											
Headquarters											
Approved 2004/05	—	1	7	5	6	1	—	20	50	1	71
Proposed 2005/06	—	1	8	8	10	1	—	28	75	2	105
Net change	—	—	1	3	4	—	—	8	25	1	34
Field											
Approved 2004/05	—	—	5	20	11	5	—	41	103	11	155
Proposed 2005/06	—	—	5	38	13	5	—	61	198	39	298
Net change	—	—	—	18	2	—	—	20	95	28	143
Subtotal											
Approved 2004/05	—	1	12	25	17	6	—	61	153	12	226
Proposed 2005/06	—	1	13	46	23	6	—	89	273	41	403
Net change[c]	—	—	1	21	6	—	—	28	120	29	177
Electoral Assistance Division											
Headquarters											
Approved 2004/05	—	2	8	3	—	7	—	20	15	27	62
Proposed 2005/06	—	2	8	12	—	7	—	29	18	28	75
Net change	—	—	—	9	—	—	—	9	3	1	13
Field											
Approved 2004/05	—	—	5	5	—	—	—	10	20	40	70
Proposed 2005/06	—	—	5	12	—	—	—	17	32	60	109
Net change	—	—	—	7	—	—	—	7	12	20	39

	International staff										
b Civilian staff	*USG -ASG*	*D-2 -D-1*	*P-5 -P-4*	*P-3 -P-1*	*Field Service*	*General Service*	*Security Service*	***Subtotal***	*National staff[a]*	*United Nations Volunteers*	***Total***
Subtotal											
Approved 2004/05	—	2	13	8	—	7	—	**30**	35	67	**132**
Proposed 2005/06	—	2	13	24	—	7	—	**46**	50	88	**184**
Net change[c]	—	—	—	**16**	—	—	—	**16**	**15**	**21**	**52**
Office of the Civilian Police Commissioner											
Headquarters											
Approved 2004/05	—	1	1	1	1	2	—	**6**	1	1	**8**
Proposed 2005/06	—	1	1	1	1	2	—	**6**	1	1	**8**
Net change	—	—	—	—	—	—	—	—	—	—	—
Field											
Approved 2004/05	—	—	—	—	—	—	—	—	—	—	—
Proposed 2005/06	—	—	—	—	—	—	—	—	—	—	—
Net change	—	—	—	—	—	—	—	—	—	—	—
Subtotal											
Approved 2004/05	—	1	1	1	1	2	—	**6**	1	1	**8**
Proposed 2005/06	—	1	1	1	1	2	—	**6**	1	1	**8**
Net change	—	—	—	—	—	—	—	—	—	—	—
Rule of Law Unit											
Headquarters											
Approved 2004/05	—	1	4	—	1	—	—	**6**	1	—	**7**
Proposed 2005/065	—	1	4	—	1	—	—	**6**	1	—	**7**
Net change	—	—	—	—	—	—	—	—	—	—	—
Field											
Approved 2004/05	—	—	—	—	—	—	—	—	—	—	—
Proposed 2005/065	—	—	—	—	—	—	—	—	—	—	—
Net change	—	—	—	—	—	—	—	—	—	—	—

V. Civilian staff	International staff								National staff[a]	United Nations Volunteers	Total
	USG-ASG	D-2-D-1	P-5-P-4	P-3-P-1	Field Service	General Service	Security Service	Subtotal			
Subtotal											
Approved 2004/05	—	1	4	—	1	—	—	**6**	1	—	7
Proposed 2005/06	—	1	4	—	1	—	—	**6**	1	—	7
Net change	—	—	—	—	—	—	—	—	—	—	—
Subtotal, civilian staff											
Approved 2004/05	—	8	51	73	19	19	—	**170**	220	84	**474**
Proposed 2005/06	—	8	52	115	25	19	—	**219**	369	134	**722**
Net change[c]	—	—	1	42	6	—	—	49	149	50	248
Grand total (I-V)											
Approved 2004/05											**842**
Proposed 2005/06											**1 738**
Net change											**896**

[a] Includes national officers and national General Service staff.

[b] Includes 19 temporary electoral support positions for a six-month period (5 P-3 and 14 national staff, including 3 national officers) funded under general temporary assistance (Mission headquarters: 1 national officer; field: 5 P-3 and 13 national staff, including 2 national officers).

[c] Includes 177 temporary electoral support positions for a six-month period (1 P-4, 1 P-3, 20 P-2, 6 Field Service, 120 national staff, including 8 national officers, and 29 United Nations Volunteers) funded under general temporary assistance (Mission headquarters: 1 P-4, 3 P-2, 4 Field Service, 25 national General Service staff and 1 United Nations Volunteer; field: 1 P-3, 17 P-2, 2 Field Service, 95 national staff, including 8 national officers, and 28 United Nations Volunteers).

[d] Includes 37 temporary electoral support positions for a six-month period (4 P-3, 12 national General Service staff and 21 United Nations Volunteers) funded under general temporary assistance (Mission headquarters: 4 P-3 and 1 United Nations Volunteer; field: 12 national General Service staff and 20 United Nations Volunteers).

[e] Includes 233 temporary electoral support positions for a six-month period (1 P-4, 10 P-3, 20 P-2, 6 Field Service, 146 national staff, including 11 national officers, and 50 United Nations Volunteers) funded under general temporary assistance (Mission headquarters: 1 P-4, 4 P-3, 3 P-2, 4 Field Service, 26 national staff, including 1 national officer, and 2 United Nations Volunteers; field: 6 P-3, 17 P-2, 2 Field Service, 120 national staff, including 10 national officers, and 48 United Nations Volunteers).

Political Affairs Division

Expected accomplishment/output

Expected accomplishment:

- 2.2 Stability in the functioning of transitional institutions in the Democratic Republic of the Congo
- 2.4 Normalization of relations between the Democratic Republic of the Congo and its neighbouring States, particularly Rwanda, Uganda and Burundi

Outputs

- Advice to the transitional Government on the maintenance of State institutions, including through the payment of salaries of civil servants
- Advice to the transitional Government on the extension of State authority in Ituri, including through the establishment of administrative, financial and security services
- Daily liaison with and advice to government representatives at the provincial level to reduce political tensions and improve good governance
- Conflict management initiatives in the eastern Democratic Republic of the Congo on a daily basis, including use of good offices, daily contact with belligerents and civil society, and proposals for reconciliation mechanisms to local and national authorities as well as community leaders
- Organization of biweekly coordination meetings in 12 locations with transitional authorities, international political actors and United Nations partners to garner political and financial support for local peace initiatives
- Advice and administrative and logistical support to the group of experts on the arms embargo and arms flows to the Democratic Republic of the Congo

Justification

Support for elections

- **International staff: increase by 5 temporary positions (all field)**
- **National staff: increase by 14 temporary positions (Mission headquarters: 1 position; field: 13 positions)**

In its resolution 1565 (2004), the Security Council decided, inter alia, that MONUC would have the mandate, in support of the transitional Government, to contribute to the successful completion of the electoral process stipulated in the Global and All-inclusive Agreement, by assisting in the establishment of a secure environment for free, transparent and peaceful elections to take place. Following the deployment of the Mission's military force to the east of the country, in particular, to the Ituri region, the Political Affairs Division would expand its presence in the areas previously held by armed groups in order to assist the transitional Government in the extension of State authority throughout Ituri as an indispensable condition for the holding of free, transparent and peaceful elections. It is proposed, accordingly, to strengthen the Division through the establishment of 5 temporary Political Affairs Officer (P-3) positions. The incumbents of the posts would be deployed to Aru, Mahagi, Kwandroma, Kasenyi and Mongwalu. Reporting to the head of the MONUC Bunia Office, the Political Affairs Officers would be responsible for the collection and analysis of information on political developments on the ground, including on activities of the local political actors during the electoral process; assistance and advice to

the Mission's military personnel in the evaluation of the political situation in connection with the military containment and cordon-and-search operations, as well as operations related to the arms embargo; assistance and advice on the implementation by the transitional Government of the reintegration of ex-combatants and their participation in the electoral process; liaison with local authorities and traditional leaders; liaison, together with the commanding officers of the Mission's military elements deployed in these areas, with the FARDC commanders on matters related to the political aspects of the provision of security during the electoral process.

In order to reinforce the Division's capacity during the elections, it is also proposed to establish 3 temporary Political Affairs Officer (national officers) positions in Kinshasa, Kisangani and Mbuji-Mayi and 11 Political Affairs Assistant (national General Service staff) positions in Aru, Beni, Bukavu, Gbadolite, Kananga, Kasenyi, Kikwit, Kinshasa, Kwandroma, Mongwalu and Mbuji-Mayi. Given the continuing activities of the armed groups in Ituri and the sensitive situation in Gbadolite, Kikwit, Mbuji-Mayi and Kananga, the incumbents of these positions would assist international staff in the collection and analysis of information on political developments on the ground and provide additional expertise from a local perspective in matters related to the political implications of the electoral process; maintain contacts with the local communities and political parties and help relay information on the Mission's mandate in a way readily understood and accepted by local population and political actors, and would have intimate knowledge of the local political scene and situation on the ground, the interaction of different national and local political actors, the influence of customs and traditions on the electoral process, as well as the ability to communicate in local languages.

Office of Public Information

13. During the electoral period, the Office of Public Information would, in close cooperation with the Electoral Assistance Division, significantly expand its coverage of the electoral process. Given the fact that the overwhelming majority of the electorate has no history of participating in national elections and that there are high levels of illiteracy among the population, the Office would focus its activities on the critical task of civic and voter education, sensitization of the electorate, advocacy for improved national security and daily reporting on the developments in the electoral process, activities, assistance and contributions made by the Mission and the United Nations system organizations present in the country in support of the elections. To this end, the Office would expand its presence throughout the country, strengthen the network of national and regional FM stations with the opening of two additional regional stations in Mbuji-Mayi and Lubumbashi and the installation of additional FM transmitters, increase production of elections-dedicated video materials and photo coverage and expand community outreach programmes and services to the national and international media. At the same time, the Office of Public Information would maintain the existing public information programmes devoted to systematic reporting on the national political developments, human rights abuses, humanitarian crises and the Mission's activities in the fulfilment of its mandate.

14. In order to provide support for the elections, it is proposed to strengthen the Office of Public Information, as detailed below.

Expected accomplishment/output

Expected accomplishment:

- 2.1 Free, transparent and peaceful elections in the Democratic Republic of the Congo

Outputs

- Countrywide public information campaign in support of key IEC-identified electoral phases including production of civic/voter education programmes for local television stations and community screening in the sectors; daily radio programmes on elections; flyers; 300,000 posters in Kinshasa and in the sectors in French and four national languages; and 8 joint MONUC/IEC sensitization seminars on elections
- Countrywide public information campaign to promote peace and democracy, including 6 issues of MONUC Magazine Cap sur les élections in 40,000 copies each; 30 issues of MONUC Bulletin distributed electronically biweekly; 20 issues of MONUC Weekly distributed electronically in French and English; 20 issues of MONUC News distributed electronically weekly in 4 national languages; 480 hours of short-wave radio programming on elections; 20 video productions; 150 articles published online; 50 press briefings; 100 press releases; 2 media trips; 12 Information Days; 2 seminars/workshops; 500 media kits; 200 interviews and 12 articles or letters to the editors

Justification

Support for elections

Radio Okapi

- **International staff: increase by 19 temporary positions (Mission headquarters: 4 positions; field: 15 positions)**
- **National staff: increase by 115 temporary positions (Mission headquarters: 22 positions; field: 93 positions)**
- **United Nations Volunteers: increase by 27 temporary positions (Mission headquarters: one position; field: 26 positions)**

Radio Okapi, a partnership between MONUC and Fondation Hirondelle established on 25 February 2002, is a national network that presently broadcasts in 7 different locations and regularly carries news reports produced out of 12 locations. In support of all phases of the electoral process, Radio Okapi would be instrumental in providing radio coverage throughout the Democratic Republic of the Congo and would expand its presence to 30 locations. To reinforce the radio coverage during elections, 161 temporary positions would be established (27 at Mission headquarters and 134 at field locations) as detailed below.

The staffing establishment of Radio Okapi at Mission headquarters would be strengthened by the establishment of the temporary position of Chief Radio Producer (P-4). The incumbent would report to the Deputy Director and oversee all aspects of election coverage, radio news, feature items and public service announcements in 5 languages by Radio Okapi, as well as radio programming in 6 regions (Kisangani, Goma, Lubumbashi, Mbuji-Mayi, Bukavu and Mbandaka), including editorial planning and quality control of broadcast material. The Chief Radio Producer would be assisted by 1 Radio Producer (P-2), 1 Administrative Assistant and 1 Web Editor (Field Service), 1 Public Information Officer (United Nations Volunteer) and supported by 22 Journalists/Editors/Technicians/Clerks (national General Service staff).

To reinforce the Radio Okapi presence in the field, it is proposed to deploy to Kisangani, Goma, Lubumbashi, Mbuji-Mayi, Bukavu and Mbandaka 6 teams each comprising a Public Information Officer (national officer) and 2 Broadcast Technicians (United Nations Volunteers), 29 Public Information Officers

(15 P-2 and 14 United Nations Volunteers) and 87 Journalists/Information Clerks/Messengers (national General Service staff) at the planned 29 electoral districts (Aru, Bunia, Isiro, Kisangani, Kindu, Kasongo, Punia/Lubutu, Mbandaka, Gbadolite, Boma, Matadi, Lisala, Kikwit, Bandundu, Tshimbulu, Kananga, Mbuji-Mayi, Lodja, Kalemie, Kipushi, Lubumbashi, Beni/Butembo, Walikale, Masisi, Rutshuru, Goma, Uvira, Bukavu and Walungu).

The incumbents of these temporary positions would be responsible for designing, producing and broadcasting 11 3.5-minute episodes called "Les élections: facile à comprendre", in French and in the country's 4 national languages; broadcasting local "décrochages" (regional broadcasts) from 7 different locations (Bukavu, Bunia, Goma, Kalemie, Kindu, Kisangani and Mbandaka), as well as featuring interviews with IEC officials and electoral experts and a weekly 5-minute skit to educate listeners on the fundamentals of elections; systematically covering the activities of IEC, including coverage of the opening of IEC offices in the regions, sensitization and civic education campaigns, as well as MONUC activities related to electoral preparations; reporting on the conduct of elections in locations that represent the grass-roots level of the electorate; and countrywide distribution of wind-up radios in collaboration with UNDP.

Photo/Video Unit

- **International staff: increase by 7 temporary positions (Mission headquarters: 2 positions; field: 5 positions)**
- **National staff: increase by 2 temporary positions (all field)**
- **United Nations Volunteers: increase by 2 temporary positions (all field)**

In support of the elections, the Photo/Video Unit would be responsible for the production and dissemination of a 6-minute video on voter machines selection and testing in Kinshasa and the Bas-Congo province in 3 languages, a 6-minute video on voter registration in Kinshasa in 2 languages, a 6-minute video skit on voter registration in 4 languages, a 2-minute clip on the logistics in place for the voter registration; a 20-minute television play by a Kinshasa theatre group on the importance of voter registration and a 5-minute music video clip created and performed by members of a band representing persons with disabilities.

It is proposed, accordingly, to strengthen the Photo/Video Unit of the Office of Public Information at the Mission's headquarters by the establishment of 2 Photographer/Technician (Field Service) positions, incumbents of which would be responsible for providing photographic coverage during the electoral process, particularly in Kinshasa and the Bas-Congo province. It is also proposed to deploy 2 teams to cover the Ituri and Kivus provinces each, comprising 2 Video Producers (P-3 in Ituri and P-2 in the Kivus) and 2 Camera Operators (Field Service), as well as 1 Photographer (P-2) to Kisangani, 2 Video Assistants (United Nations Volunteers) to the Katanga and Equateur provinces, and 2 Public Information Officers (national officers) to the Maniema and Bas-Congo provinces.

The incumbents of these positions would be responsible for video and photographic coverage and dissemination of information in support of the electoral process, including public service announcements, news, features and documentaries for local, regional, national and international use, as well as provision of raw footage for community outreach programmes, identifying and editing audio and video materials for production, production of a television theatrical segment related to electoral campaign and maintenance of audio-visual equipment.

Publications Unit

- **National staff: increase by 1 temporary position (Mission headquarters)**

In support of the elections, the Publications Unit would be responsible for the issuance of a publication entitled Cap sur les élections, with comprehensive information on the electoral process, covering all stages of the elections, to be disseminated to government officials, political parties, civil society, students, NGOs and the population at large.

It is proposed, accordingly, to deploy at Mission headquarters 1 Publications Clerk (national General Service staff) who would be responsible for the distribution of a large volume of the Mission's elections-related publications.

Media Relations Unit

- **International staff: increase by 2 positions (all Mission headquarters)**

- **National staff: increase by 2 positions (all Mission headquarters)**

In support of the electoral process, the Media Relations Unit would be responsible for informing the national and international media and responding to a large volume of queries on elections-related matters.

It is proposed, accordingly, to establish at Mission headquarters 2 Writer/Editor (P-2) positions, the incumbents of which would be responsible for the drafting and editing of a large volume of elections-related press releases in English and French and would be assisted by 2 Information Clerks (national General Service staff).

Electoral Assistance Division

15. The Electoral Assistance Division facilitates and coordinates the activities of the international community in support of the electoral process and advises on and supports the Independent Electoral Commission in the preparation and organization of voter registration, the holding of the referendum and the legislative and presidential elections.

16. Subsequent to the establishment of IEC, the Division has been restructured to enhance its capacity to support the electoral process and comprises the Office of the Director, to provide overall coordination, direction and management of the activities of the Division, the Office of the Electoral Administration, to provide administrative and logistical support to the electoral process, and the Office of the Electoral Coordinator, to coordinate technical support provided to IEC and the Inter-institutional Committee of the Transitional Government responsible for the elections. In the field, the Division has established 15 offices with 9 located in the east and 6 in the west of the country, including 2 in Kinshasa. In preparation for the elections, the Division would establish in the field an additional 6 offices, for a total of 21 offices throughout the country.

17. To augment the Mission's capacity to provide advice and assistance to the transitional Government and provincial authorities in the preparation for elections, as well as support to the IEC in the logistical and operational planning for the distribution of equipment and materials, it is proposed to establish an additional 52 posts and temporary positions. The proposed increases in the staffing establishment of the Electoral Assistance Division would include 12 international and 3 national staff posts which are required immediately, as well as 4 temporary international and

12 national staff positions to be funded from the general temporary assistance for a six-month period, as well as 21 temporary United Nations Volunteer positions, also for a six-month period, for a total of 52 posts and temporary positions.

Expected accomplishment/output

Expected accomplishment:

- 2.1 Free, transparent and peaceful elections in the Democratic Republic of the Congo

Outputs

- Advice and secretariat support to the Joint Commissions on essential legislation and the electoral process
- Advice to the transitional Government and IEC on the parties' compliance with the Code of Conduct during elections
- Advice to the transitional Government on the organization and conduct of elections in accordance with electoral time frames, including the preparation of integrated operational, logistical and security plans for all phases of the electoral process
- Advice to the IEC independent Electoral Adjudication Mechanism
- Training of 21 members of IEC in Kinshasa and 88 members of IEC in 11 provinces on the electoral process
- Convening of weekly meetings of the Technical Committee in Support of the Electoral Process and coordination of international funding and support arrangements for holding elections
- Organization and co-chairing of bimonthly meetings of the Steering Committee of the Technical Assistance Project on Electoral Assistance in Congo (APEC)
- Advice to the transitional Government on the countrywide civic and voter education campaign and the involvement and participation of women in the electoral process
- Daily advice on logistics, administrative and legal issues, training and civic education activities related to the electoral process to 75 field offices of IEC in 11 provinces

Justification

Support for elections

- **International staff: increase by 12 posts (Mission headquarters: 5 posts; field: 7 posts)**
- **National staff: increase by 3 posts (all Mission headquarters)**

In order to strengthen the Division's capacity at Mission headquarters, it is proposed to establish 5 Civic Education/Training Officer (P-3) posts in the Office of the Electoral Coordinator. The incumbents would be responsible for the design, planning and coordination of the civic and voter education campaign in 11 provinces and coordination of the activities of the various national and international actors participating in the campaign. To provide administrative support to the Electoral Assistance Division at Mission headquarters, the establishment of 3 Clerk (national General Service staff) posts is also proposed.

To strengthen the capacity of the Division in the field in preparation for the elections, it is proposed to establish 7 Electoral Logistics Officer (P-3) posts, the incumbents of which would be deployed in Mbandaka, Gemena, Kisangani, Kindu, Lubumbashi, Kamina and Kananga. The incumbents of the positions would be responsible for assisting IEC in designing and planning the logistics plan for the

distribution and collection of election materials to and from the 166 distribution sites throughout the Democratic Republic of the Congo, identifying the distribution mode and conducting reconnaissance of each site, as well as liaising with the Division of Administration on matters related to the coordination of logistical support to IEC, warehousing, distribution and the collection of electoral materials.

- **International staff: increase by 4 temporary positions (all Mission headquarters)**
- **National staff: increase by 12 temporary positions (all field)**
- **United Nations Volunteers: increase by 21 temporary positions (Mission headquarters: 1 position; field: 20 positions)**

In order to provide dedicated support for the elections and technical assistance to IEC, it is proposed to deploy at Mission headquarters 2 Civic Education/Training Officers (P-3), 2 Information Technology Officers (P-3) and 1 Training Assistant (United Nations Volunteer). The incumbents would be responsible for enhancing the capacity of IEC by developing, disseminating and organizing electoral training and civic education programmes, and developing and maintaining database applications for the collection of electoral information from the provincial offices.

With the establishment of 6 additional electoral offices in support of IEC (two in Equateur province, in Gbadolite and Basankusu, 2 in Orientale province, in Buta and Aru, 1 in Katanga province, in Kamina, and 1 in South Kivu province, in Uvira), it is also proposed to deploy at these locations 20 Civic Education/Training/Logistics Officers (United Nations Volunteers) and 12 Clerks/Drivers (national General Service staff). The incumbents would be responsible for assisting the offices of IEC in the planning of the logistical support for the distribution and collection of election materials, the identification of polling stations and the conduct of civic education and training programmes.

Component 3: humanitarian assistance and human rights

Expected accomplishments	*Indicators of achievement*
3.1 Improved humanitarian conditions in the Democratic Republic of the Congo	3.1.1 Increased international access to insecure/inaccessible areas through assessment/verification missions to the interior, from 310 in 2004/05 to 400 in 2005/06
	3.1.2 Increased aid to vulnerable groups through Consolidated Appeal Process funding, from $100 million in 2004/05 to $200 million in 2005/06

Outputs

- 400 joint humanitarian assessment and monitoring missions and field visits with United Nations agencies and NGOs, particularly in conflict and difficult to access areas
- 54,750 troop patrol person days (150 troops x 365 days) for protection of internally displaced persons
- Convening of 1,920 meetings with the humanitarian community, civil society, donor Governments, the press and local authorities on access issues, humanitarian needs, the protection of relief workers and civilians and on the identification of areas of local conflict where humanitarian assistance could build confidence

- Convening of 180 meetings in 6 locations with United Nations agencies, NGOs, civil society and local and national authorities to advocate for and organize the voluntary return and resettlement of internally displaced persons and refugees
- Advice to the Office for the Coordination of Humanitarian Affairs (OCHA), UNDP, UNHCR and other concerned United Nations agencies and NGOs, advocacy with national and local authorities in coordination with the inter-agency reintegration working group on the progressive return of internally displaced persons and refugees within the country
- 120 daily reports, 40 weekly reports and 14 special reports to provide internal and external information and early warning to NGOs and concerned United Nations agencies on the humanitarian situation, progress in its improvement, security conditions and protection of civilians
- Advice to and coordination with the external survey and mine clearance operators on the implementation of operations, including quality control and compliance with the International Mine Action Standards
- Advice to the transitional Government on the development and implementation of a national mine action plan
- Transportation of 6,500 passengers on humanitarian grounds on a space available basis
- Transportation of 750 tons of humanitarian cargo on a space-available basis
- Implementation of 50 quick-impact projects

Expected accomplishments	*Indicators of achievement*
3.2 Progress towards respect for human rights in the Democratic Republic of the Congo	3.2.1 Increase by 14 per cent of criminal investigations and convictions of perpetrators of gross human rights violations from 350 ongoing investigations in 2004/05 to 400 in 2005/06
	3.2.2 Adoption by the transitional Government of gender-sensitive laws

Outputs

- Advice to and training of 50 officials of the Observatoire nationale, 50 officials of the Truth and Reconciliation Commission, local human rights organizations, military and civilian judges and prosecutors and police officers on internationally accepted human rights standards
- Advice to government authorities on the official requirements for reporting to the United Nations and regional human rights bodies regarding the implementation of the international human rights commitments of the Democratic Republic of the Congo
- Advice to government officials on reporting to the United Nations and regional human rights bodies on respect for human rights in the Democratic Republic of the Congo
- Bimonthly meetings on human rights issues with the Minister of Human Rights
- Training of 100 members of national human rights NGOs in basic investigation techniques and in treaty reporting in all provinces

- 12 special investigation missions and reports on gross violations of human rights to advocate with the Government on ending impunity
- 3 human rights thematic reports to advocate with the Government on ending impunity
- 2 special briefings for the independent expert of the United Nations Commission on Human Rights and regular reports to special procedure mechanisms of the United Nations Commission on Human Rights
- Investigation of 1,500 cases of human rights violations (allegations of killings, sexual violence and other serious abuses), including against children, throughout the Democratic Republic of the Congo
- Advice in weekly meetings to national and international bodies, such as civilian and military judiciary, government authorities, intergovernmental organizations and NGOs, having a role in the fight against impunity
- Assistance to the transitional governmental institutions in their fight against impunity through exchange of information on cases of human rights violations, logistical support, transport and security of personnel
- Weekly and special reports to United Nations bodies and agencies and government officials on the monitoring of all major public meetings, including demonstrations, throughout the country and of actions taken by governors and national law enforcement agencies on the issues related to freedom of expression and association
- Training workshops for members of civil society (20 organizations in each province, including human rights NGOs, church and other religious associations, women's groups, trade unions and the media) on respect for and promotion of public liberties in all provinces of the Democratic Republic of the Congo
- Organization of regular meetings with the national and provincial authorities, in coordination with local and international child protection agencies, regarding child protection legislation, institutional reforms and other child protection concerns, including the establishment of alternatives to imprisonment for minors and the promulgation of the draft Code de protection de l'enfant, amended to comply with international standards
- Monitoring of all cases of minors in detention and advice to the Government on the treatment of minors, including alternatives to detention
- Training workshops for government and NGO officials and advice to the international donor community on building the capacity of local support structures for victims of sexual violence and exploitation, including children
- Advice to child protection national and international NGOs to improve their monitoring and investigation capacities, with an emphasis on collecting data for the legal prosecution of human rights violation perpetrators
- Provision of medical services or referral to local specialized clinics and hospitals, local legal aid initiatives, safe houses/safe havens and local humanitarian support structures of victims of human rights violations and violations of international humanitarian laws
- Public information child rights awareness programmes, including public meetings, radio broadcasts and sensitization materials (20,000 leaflets, posters, copies of the Convention on the Rights of the Child for the International Day of the Child (20 November) and the Day of the African Child (16 June)

- Countrywide public information campaign on human rights: 3 issues of MONUC Magazine in 40,000 copies, 10 issues of MONUC Bulletin distributed electronically biweekly, 15 issues of MONUC Weekly distributed electronically weekly in French and English, 20 issues of MONUC News distributed electronically weekly in 4 national languages, 300 hours of radio programming, 2 videos on human rights and humanitarian affairs issues, 25 articles published online
- Training workshops for 600 members of Parliament, government officials and civil society members on gender mainstreaming in national policies and programmes
- Advice to the national police on criminal investigations and prosecution in Ituri

External factors

Donors will provide necessary financial resources to the Consolidated Appeal Process

Table 4
Human resources: component 3, humanitarian assistance and human rights

Category												***Total***
I. Military observers												
Approved 2004/05												—
Proposed 2005/06												—
Net change												—
II. Military contingents												
Approved 2004/05												—
Proposed 2005/06												—
Net change												—
	International staff											
III. Civilian staff	*USG -ASG*	*D-2 -D-1*	*P-5 -P-4*	*P-3 -P-1*	*Field Service*	*General Service*	*Security Service*	***Subtotal***	*National staff[a]*	*United Nations Volunteers*	***Total***
Child Protection Section											
Headquarters											
Approved 2004/05	—	—	2	2	—	1	—	**5**	2	—	**7**
Proposed 2005/06	—	—	2	2	—	1	—	**5**	2	—	**7**
Net change	—	—	—	—	—	—	—	—	—	—	—
Field											
Approved 2004/05	—	—	1	12	—	—	—	**13**	10	4	**27**
Proposed 2005/06	—	—	1	12	—	—	—	**13**	10	4	**27**
Net change	—	—	—	—	—	—	—	—	—	—	—

III. Civilian staff	International staff								National staff[a]	United Nations Volunteers	Total
	USG-ASG	D-2-D-1	P-5-P-4	P-3-P-1	Field Service	General Service	Security Service	Subtotal			
Subtotal											
Approved 2004/05	—	—	3	14	—	1	—	**18**	12	4	**34**
Proposed 2005/06	—	—	3	14	—	1	—	**18**	12	4	**34**
Net change	—	—	—	—	—	—	—	—	—	—	—
Human Rights Section											
Headquarters											
Approved 2004/05	—	1	4	4	—	3	—	**12**	4	1	**17**
Proposed 2005/06	—	1	4	4	—	3	—	**12**	5	2	**19**
Net change	—	—	—	—	—	—	—	—	**1**	**1**	**2**
Field											
Approved 2004/05	—	—	3	20	—	7	—	**30**	27	19	**76**
Proposed 2005/06	—	—	3	23	—	7	—	**33**	33	25	**91**
Net change	—	—	—	**3**	—	—	—	**3**	**6**	**6**	**15**
Subtotal											
Approved 2004/05	—	1	7	24	—	10	—	**42**	31	20	**93**
Proposed 2005/06	—	1	7	27	—	10	—	**45**	38	27	**110**
Net change[b]	—	—	—	**3**	—	—	—	**3**	**7**	**7**	**17**
Mine Action Liaison Unit											
Headquarters											
Approved 2004/05	—	—	—	1	—	1	—	**2**	—	—	**2**
Proposed 2005/06	—	—	—	1	—	1	—	**2**	—	—	**2**
Net change	—	—	—	—	—	—	—	—	—	—	—
Field											
Approved 2004/05	—	—	—	—	—	—	—	—	—	—	—
Proposed 2005/06	—	—	—	—	—	—	—	—	—	—	—
Net change	—	—	—	—	—	—	—	—	—	—	—
Subtotal											
Approved 2004/05	—	—	—	1	—	1	—	**2**	—	—	**2**
Proposed 2005/06	—	—	—	1	—	1	—	**2**	—	—	**2**
Net change	—	—	—	—	—	—	—	—	—	—	—
Humanitarian Affairs Section											
Headquarters											
Approved 2004/05	—	—	1	3	—	2	—	**6**	2	—	**8**

III. Civilian staff	International staff										
	USG -ASG	D-2 -D-1	P-5 -P-4	P-3 -P-1	Field Service	General Service	Security Service	Subtotal	National staff[a]	United Nations Volunteers	Total
Proposed 2005/06	—	—	1	3	—	2	—	**6**	2	—	**8**
Net change	—	—	—	—	—	—	—	—	—	—	—
Field											
Approved 2004/05	—	—	4	14	—	4	—	**22**	16	4	**42**
Proposed 2005/06	—	—	4	14	—	4	—	**22**	22	4	**48**
Net change	—	—	—	—	—	—	—	—	**6**	—	**6**
Subtotal											
Approved 2004/05	—	—	5	17	—	6	—	**28**	18	4	**50**
Proposed 2005/06	—	—	5	17	—	6	—	**28**	24	4	**56**
Net change	—	—	—	—	—	—	—	—	**6**	—	**6**
Gender Issues Unit											
Headquarters											
Approved 2004/05	—	—	1	1	—	1	—	**3**	3	2	**8**
Proposed 2005/06	—	—	1	1	—	1	—	**3**	3	2	**8**
Net change	—	—	—	—	—	—	—	—	—	—	—
Field											
Approved 2004/05	—	—	1	—	—	—	—	**1**	—	—	**1**
Proposed 2005/06	—	—	1	—	—	—	—	**1**	—	—	**1**
Net change	—	—	—	—	—	—	—	—	—	—	—
Subtotal											
Approved 2004/05	—	—	2	1	—	1	—	**4**	3	2	**9**
Proposed 2005/06	—	—	2	1	—	1	—	**4**	3	2	**9**
Net change	—	—	—	—	—	—	—	—	—	—	—
HIV/AIDS Unit											
Headquarters											
Approved 2004/05	—	—	1	—	—	—	—	**1**	1	2	**4**
Proposed 2005/06	—	—	1	—	—	—	—	**1**	1	2	**4**
Net change	—	—	—	—	—	—	—	—	—	—	—
Field											
Approved 2004/05	—	—	—	—	—	—	—	—	—	—	—
Proposed 2005/06	—	—	—	—	—	—	—	—	—	—	—
Net change	—	—	—	—	—	—	—	—	—	—	—

III. Civilian staff	International staff: USG-ASG	D-2-D-1	P-5-P-4	P-3-P-1	Field Service	General Service	Security Service	Subtotal	National staff[a]	United Nations Volunteers	Total
Subtotal											
Approved 2004/05	—	—	1	—	—	—	—	**1**	1	2	**4**
Proposed 2005/06	—	—	1	—	—	—	—	**1**	1	2	**4**
Net change	—	—	—	—	—	—	—	—	—	—	—
Subtotal, civilian staff											
Approved 2004/05	—	1	18	57	—	19	—	**95**	65	32	**192**
Proposed 2005/06	—	1	18	60	—	19	—	**98**	78	39	**215**
Net change[b]	—	—	—	**3**	—	—	—	**3**	**13**	**7**	**23**
Grand total (I-III)											
Approved 2004/05											**192**
Proposed 2005/06											**215**
Net change											**23**

[a] Includes national officers and national General Service staff.

[b] Includes 17 temporary electoral support positions for a six-month period (3 P-2, 7 national staff, including 2 national officers, and 7 United Nations Volunteers), funded under general temporary assistance (Mission headquarters: 1 national officer and 1 United Nations Volunteer; field: 3 P-2, 6 national staff, including 1 national officer, and 6 United Nations Volunteers).

Human Rights Section

18. In order to strengthen the capacity of the Human Rights Section during the electoral process to monitor and report on the protection of the rights of the electorate and political parties and on the overall conduct of the electoral process, including the involvement of traditional authorities and non-indigenous communities, to investigate gross human rights abuses and to facilitate round-table forums on civil liberties, it is proposed to establish 17 additional temporary positions (2 at Mission headquarters and 15 in the field: 8 in the western region and 7 in the eastern region).

19. The justification for the additional proposed temporary positions is as follows.

Expected accomplishment/output
Expected accomplishment:
• 3.2 Progress towards respect for human rights in the Democratic Republic of the Congo
Outputs
• Assistance to the transitional governmental institutions in their fight against impunity through the exchange of information on cases of human rights violations, logistical support, transport and security of personnel

- Weekly and special reports to United Nations bodies and agencies and government officials on the monitoring of all major public meetings, including demonstrations, throughout the country and of actions taken by governors and national law enforcement agencies on the issues related to freedom of expression and association

- Advice in weekly meetings to national and international bodies, such as civilian and military judiciary, government authorities, intergovernmental organizations and NGOs, having a role in the fight against impunity

- Investigation of 1,500 cases of human rights violations (allegations of killings, sexual violence and other serious abuses), including against children, throughout the Democratic Republic of the Congo

Justification

- **International staff: increase by 3 temporary positions (all field)**

- **National staff: increase by 7 temporary positions (Mission headquarters: 1 position; field: 6 positions)**

- **United Nations Volunteers: increase by 7 temporary positions (Mission headquarters: 1 position; field: 6 positions)**

In order to provide dedicated monitoring, investigative and reporting support for the elections, it is proposed to strengthen the capacity of the Human Rights Section at Mission headquarters by the establishment of 2 Human Rights Officer (1 United Nations Volunteer and 1 national officer) positions. The incumbents would be responsible for researching, monitoring and documenting election-related human rights violations, producing weekly briefings and conducting fact-finding field visits to key field locations. To strengthen the Mission's monitoring capacity in the field during the electoral process, it is also proposed to establish 10 Human Rights Officer (3 P-2, 1 national officer and 6 United Nations Volunteers) and five Human Rights Assistant (national General Service staff) positions in the Matadi, Gbadolite, Lubumbashi, Mbuji-Mayi, Kikwit, Kisangani and Kinshasa field offices. The incumbents of these temporary positions would be responsible for monitoring the human rights situation and instances of human rights violations during the electoral process, the involvement of authorities and disputes over registration centres, the access by the local population to voting centres and instances of harassment of the local population by local militia factions, and for conducting visits to prisons, organizing discussion forums to diffuse tensions and participating in investigation missions.

Humanitarian Affairs Section

Expected accomplishment/output

Expected accomplishment:

- 3.1 Improved humanitarian conditions in the Democratic Republic of the Congo

Outputs

- 400 joint humanitarian assessment and monitoring missions and field visits with United Nations agencies and NGOs, particularly in conflict and difficult to access areas

- Advice to OCHA, UNDP, UNHCR and other concerned United Nations agencies and NGOs, advocacy with national and local authorities in coordination with the inter-agency reintegration working group on the progressive return of internally displaced persons and refugees within the country

- Convening of 180 meetings in 6 locations with United Nations agencies, NGOs, civil society, local and national authorities to advocate for and organize the voluntary return and resettlement of internally displaced persons and refugees

- Convening of 1,920 meetings with the humanitarian community, civil society, donor Governments, the press and local authorities on access issues, humanitarian needs, the protection of relief workers and civilians and on the identification of areas of local conflict where humanitarian assistance could build confidence

Justification

Mission expansion

- **National staff: increase by 6 national officer posts (all field)**

In its resolution 1565 (2004), the Security Council decided, inter alia, that MONUC would have the mandate, in support of the transitional Government, to assist in the voluntary return of refugees and internally displaced persons and urged all those concerned to allow immediate, full and unimpeded access by humanitarian personnel to all people in need of assistance, as set forth in applicable international humanitarian law. In connection with the deployment of the Mission to the east of the country, it is proposed to strengthen the Section by the establishment of 6 additional Humanitarian Affairs Officer (national officers) posts, the incumbents of which would be deployed to Goma, Kisangani, Kananga, Bukavu, Kalemie and Butembo. The Officers would be responsible, in coordination with OCHA, UNHCR, UNDP and other United Nations agencies, NGOs, local authorities and relevant organizations, for negotiating access for the delivery of humanitarian assistance to displaced and other vulnerable populations and refugees; assisting, in conjunction with UNHCR, OCHA and UNDP, in the formulation of specific return and reintegration national and local projects and programmes and mobilization of resources; and assisting in the coordination of logistical support to humanitarian organizations of the United Nations system, non-governmental and international organizations and institutions for the delivery of humanitarian assistance by MONUC on a space-available basis.

Component 4: support

Expected accomplishments	*Indicators of achievement*
4.1 Effective and efficient logistical, administrative and security support to the Mission	4.1.1 Reduction by 17 per cent of the cost of damages owing to accidents involving United Nations vehicles from $120 per vehicle in 2004/05 to $100 per vehicle in 2005/06
	4.1.2 Reduction by 27 per cent in ration transportation costs from $21.5 million in 2004/05 to $15.8 million in 2005/06

Outputs

Service improvement

- Installation of 970 CarLogs in Mission vehicles

- Establishment of 4 regional warehouses for the storage and distribution of rations

Military and police personnel

- Emplacement, rotation and repatriation of 15,814 contingent personnel, 760 military observers, 391 civilian police and 625 formed police personnel

- Verification, monitoring and inspection of contingent-owned equipment and self-sustainment in respect of 15,814 contingent personnel and 625 formed police personnel
- Storage and supply of rations and bulk water for 15,814 military personnel and 625 formed police personnel in 10 major locations

Civilian personnel

- Administration of 1,179 international staff, 2,225 national staff and 702 United Nations Volunteers, inclusive of 82 international, 279 national and 160 United Nations Volunteers temporary positions

Facilities and infrastructure

- Rental and maintenance of 140 premises in 21 locations
- Operation and maintenance of 782 generators in 16 locations
- Operation and maintenance of 642 rub halls and 583 ablution units
- Operation and maintenance of 11 water purification and bottling plants in 8 locations
- Operation and maintenance of 12 water tanks/bladders and pumps
- Repair and maintenance of 680 km of road
- Upgrading of aviation/navigational infrastructure at 1 airfield to meet International Civil Aviation Organization (ICAO) standards
- Renovation of 8 airfields and maintenance of a total of 9 airfields
- Completion of the construction of a major logistics base in Entebbe, Uganda

Ground transportation

- Operation and maintenance of 1,551 light vehicles, 301 heavy/special vehicles, 215 medium vehicles and 16 trailers in 18 locations

Air transportation

- Operation and maintenance of 30 fixed-wing and 62 rotary-wing aircraft, including 28 military helicopters
- Administration of 1 commercial airfield services contract providing services at 5 airfields, 1 local contract providing service at 1 airfield and 4 memorandums of understanding with troop-contributing countries to cover 13 airfields
- Administration of 1 global airport service contract outside the Mission area
- Operation of 5 additional temporary/short-term airfields
- Transportation of 170,000 passengers and 65,000 tons of cargo
- Transportation of 1,000 tons of electoral materials to 145 territoires and 21 cities in the Democratic Republic of the Congo in support of the voter registration process
- Transportation of 1,600 tons of electoral materials to 145 territoires and 21 cities in the Democratic Republic of the Congo in support of the referendum and elections
- Transportation of an estimated 35,600 passengers in support of elections

Naval transportation

- Rental, operation and maintenance of 6 pushers/barges and 7 speedboats
- Transportation of 2,064 tons of MONUC cargo by inland waterways

Communications

- Operation and maintenance of 79 very small aperture terminals (VSAT) systems at 72 locations
- Operation and maintenance of 119 telephone exchanges for 22,172 users, including contractors (15,814 contingent personnel, 760 military observers, 391 civilian police, 625 formed police personnel, 4,106 civilian personnel, inclusive of 521 temporary positions, and 476 contractors)
- Operation and maintenance of 127 repeaters and transmitters
- Operation and maintenance of 79 microwave links
- Operation and maintenance of 12 radio studios and 3 relays
- Support and maintenance of one GSM network

Information technology

- Support and maintenance of 4,107 desktops, 228 servers, 958 laptops, 4,460 monitors, 2,881 printers and 176 digital senders in 62 locations
- Operation and maintenance of wide-area networks supporting an average of 22,172 users
- Production and distribution of 18,300 Geographical Information System maps

Medical

- Operation and maintenance of 10 United Nations-owned level-I, two contingent-owned level-II and one level-II/III contracted hospitals in Kinshasa and two level-IV contracted hospitals in Pretoria and Nairobi
- 200 medical air evacuations
- Operation and maintenance of HIV voluntary confidential counselling and testing facilities for all personnel
- HIV sensitization programme for all personnel, including peer education

Security

- Preparation of 400 investigation reports on road traffic accidents, theft of MONUC property, burglaries, loss of identification documents and maintenance of 8 security evacuation plans within the Democratic Republic of the Congo
- 24 hours a day close protection to all senior MONUC management, including the head of Office in Bunia
- Daily security situation summaries, monthly Mission-wide security risk management assessments and security alerts
- Induction security training and primary fire training/drills for all new MONUC staff, firefighting refresher courses for all staff every 2 months and specialized training for security staff, including in close protection, unarmed combat, pistol firing and first aid

- Maintenance of 24 hours a day firefighting capacity in Kinshasa, Kisangani and Bukavu
- Provision of site security in all locations
- Baggage handling/security checks for approximately 10,000 MONUC passengers a month at 13 airports
- Operation of a 24 hours a day joint operations centre

External factors

Parties will allow freedom of movement of staff and operational resources; vendors/contractors/suppliers will deliver goods, services and supplies, as contracted

Table 5
Human resources: component 4, support

Category	*Total*
I. Military observers	
Approved 2004/05	—
Proposed 2005/06	—
Net change	—
II. Military contingents	
Approved 2004/05	**1 340**
Proposed 2005/06	**1 932**
Net change	**592**

	International staff										
III. Civilian staff	*USG -ASG*	*D-2 -D-1*	*P-5 -P-4*	*P-3 -P-1*	*Field Service*	*General Service*	*Security Service*	***Subtotal***	*National staff*[a]	*United Nations Volunteers*	***Total***
Office of the Director of Administration											
Headquarters											
Approved 2004/05	—	1	7	9	3	5	—	**25**	7	11	**43**
Proposed 2005/06	—	1	7	9	3	5	—	**25**	7	11	**43**
Net change	—	—	—	—	—	—	—	—	—	—	—
Field											
Approved 2004/05	—	1	8	12	9	12	—	**42**	18	3	**63**
Proposed 2005/06	—	1	9	12	12	14	—	**48**	18	3	**69**
Net change	—	—	**1**	—	**3**	**2**	—	**6**	—	—	**6**
Subtotal											
Approved 2004/05	—	2	15	21	12	17	—	**67**	25	14	**106**
Proposed 2005/06	—	2	16	21	15	19	—	**73**	25	14	**112**
Net change	—	—	**1**	—	**3**	**2**	—	**6**	—	—	**6**

III. Civilian staff	International staff: USG -ASG	D-2 -D-1	P-5 -P-4	P-3 -P-1	Field Service	General Service	Security Service	Subtotal	National staff[b]	United Nations Volunteers	Total
Administrative Services											
Headquarters											
Approved 2004/05	—	1	14	27	49	15	—	**106**	79	37	**222**
Proposed 2005/06	—	1	14	32	59	16	—	**122**	110	37	**269**
Net change	—	—	—	**5**	**10**	**1**	—	**16**	**31**	**1**	**47**
Field											
Approved 2004/05	—	—	2	18	21	28	—	**69**	140	51	**260**
Proposed 2005/06	—	—	3	20	33	29	—	**85**	564	63	**712**
Net change	—	—	**1**	**2**	**12**	**1**	—	**16**	**424**	**12**	**452**
Subtotal											
Approved 2004/05	—	1	16	45	70	43	—	**175**	219	88	**482**
Proposed 2005/06	—	1	17	52	92	45	—	**207**	674	100	**981**
Net change[c]	—	—	**1**	**7**	**22**	**2**	—	**32**	**455**	**12**	**499**
Integrated Support Services											
Headquarters											
Approved 2004/05	—	1	15	19	62	17	—	**114**	183	92	**389**
Proposed 2005/06	—	1	15	22	72	17	—	**127**	194	98	**419**
Net change	—	—	—	**3**	**10**	—	—	**13**	**11**	**6**	**30**
Field											
Approved 2004/05	—	—	2	49	86	47	—	**184**	474	166	**824**
Proposed 2005/06	—	—	2	55	137	47	—	**241**	638	297	**1 176**
Net change	—	—	—	**6**	**51**	—	—	**57**	**164**	**131**	**352**
Subtotal											
Approved 2004/05	—	1	17	68	148	64	—	**298**	657	258	**1 213**
Proposed 2005/06	—	1	17	77	209	64	—	**368**	832	395	**1 595**
Net change[d]	—	—	—	**9**	**61**	—	—	**70**	**175**	**137**	**382**
Security and Safety Section											
Headquarters											
Approved 2004/05	—	—	3	5	30	3	—	**41**	32	3	**76**
Proposed 2005/06	—	—	4	7	41	3	—	**55**	53	3	**111**
Net change	—	—	**1**	**2**	**11**	—	—	**14**	**21**	—	**35**
Field											
Approved 2004/05	—	—	—	6	28	10	—	**44**	100	—	**144**

III. Civilian staff	International staff: USG -ASG	D-2 -D-1	P-5 -P-4	P-3 -P-1	Field Service	General Service	Security Service	Subtotal	National staff[a]	United Nations Volunteers	Total
Proposed 2005/06	—	—	—	6	44	11	—	**61**	149	5	**215**
Net change	—	—	—	—	**16**	**1**	—	**17**	**49**	**5**	**71**
Subtotal											
Approved 2004/05	—	—	3	11	58	13	—	**85**	132	3	**220**
Proposed 2005/06	—	—	4	13	85	14	—	**116**	202	8	**326**
Net change[c]	—	—	**1**	**2**	**27**	**1**	—	**31**	**70**	**5**	**106**
Subtotal, civilian staff											
Approved 2004/05	—	4	51	145	288	137	—	**625**	1 013	363	**2 021**
Proposed 2005/06	—	4	54	163	401	142	—	**764**	1 733	517	**3 014**
Net change[f]	—	—	**3**	**18**	**113**	**5**	—	**139**	**700**	**154**	**993**
Grand total (I-III)											
Approved 2004/05											**3 361**
Proposed 2005/06											**4 946**
Net change											**1 585**

[a] Includes national officers and national General Service staff.

[b] Includes Security and Safety Section.

[c] Includes 25 temporary electoral support positions for a six-month period (1 P-4, 1 P-3, 2 General Service (Other level), 13 national General Service staff and 8 United Nations Volunteers), funded under general temporary assistance (Mission headquarters: 1 P-3, 1 General Service (Other level), and 1 national General Service staff; field: 1 P-4, 1 General Service (Other level), 12 national General Service staff and 8 United Nations Volunteers).

[d] Includes 214 temporary electoral support positions for a six-month period (1 P-3, 4 P-2, 24 Field Service, 93 national General Service staff and 92 United Nations Volunteers), funded under general temporary assistance (Mission headquarters: 1 P-3, 2 P-2, 3 Field Service, 8 national General Service staff and 5 United Nations Volunteers; field: 2 P-2, 21 Field Service, 85 national General Service staff and 87 United Nations Volunteers).

[e] Includes 18 temporary electoral support positions for a six-month period (15 national General Service staff and 3 United Nations Volunteers, all in the field), funded under general temporary assistance.

[f] Includes 257 temporary electoral support positions for a six-month period (1 P-4, 2 P-3, 4 P-2, 24 Field Service, 2 General Service (Other level), 121 national General Service staff and 103 United Nations Volunteers), funded under general temporary assistance (Mission headquarters: 2 P-3, 2 P-2, 3 Field Service, 1 General Service (Other level), 9 national General Service staff and 5 United Nations Volunteers; field: 1 P-4, 2 P-2, 21 Field Service, 1 General Service (Other level), 112 national General Service staff and 98 United Nations Volunteers).

Division of Administration

20. The additional staffing requirements of the Division of Administration are attributable to increased support requirements in connection with the increased strength of the Mission's military Force and its reconfiguration through the creation of a Western Brigade and deployment in the Ituri region (Bunia), South Kivu (Bukavu) and North Kivu (Goma) of an Eastern Division consisting of three brigade-strong military contingents, the deployment of five formed police units and additional civilian police officers, as well as the commencement of the electoral process in the Democratic Republic of the Congo.

Mission expansion

21. While the optimal military organization of a brigade-sized contingent provides for an integral second-line support battalion of approximately 700 to 800 personnel with associated equipment, the structure of the Western Brigade and newly deployed Eastern brigades does not contain any integral support elements. Additionally, in a divisional scenario, there would be a third-line transport battalion to reinforce the second-line support element, which is also not provided for in the structure of the Eastern Division. These support battalions would not only ensure re-supply beyond the warehouses, but would also manage the warehousing, maintenance of reserves, bulk breaking, accounting, adjusting of diet schedules and delivery adjustments as the troops move from one location to another. The deployment of the brigades in the east of the country, in particular, requires not only a significant increase in the supply-related logistics activities, but also increased communications and field engineering support (identification of land for suitable green fields, establishment of water sources, the provision of septic/sewerage facilities, installation of storage facilities), as well as increased capacity for the maintenance of the company deployment locations at extended distances ranging from 30 km to 135 km from sector headquarters, which are all beyond the self-sustainment capabilities of a contingent. As a result, while being operationally self-sustained, the brigades rely entirely on MONUC in respect of the support from their rear logistics installations and assistance in providing support to their own operational company-size elements deployed to remote locations.

22. To provide effective support to the Eastern brigades, the Mission will establish a regional logistics base for eastern Democratic Republic of the Congo in Entebbe, Uganda, which has one of the largest airports in Africa and is accessible overland from a large-capacity Indian Ocean seaport in Dar-es-Salaam. It is also the most suitable transit site for troop rotations and delivery of major equipment, including from the United Nations Logistics Base in Brindisi, Italy.

23. The Mission headquarters in Kinshasa will retain its principal role as a provider of centralized coordination and support services which cannot be decentralized for efficiency reasons or by virtue of their specialist nature, including coordination of all logistical support throughout the Mission area, Mission-wide air operations management and flight following, passenger and cargo movement control, booking and scheduling, operation of communications and information technology networks, international and national personnel administration and management, maintenance of Mission accounts, banking operations and payroll, coordination of medical services in the field and operation of medical facilities in Kinshasa, coordination of procurement activities throughout the Mission area and acquisition of goods, supplies and services for the Mission, as well as central management of complex multimillion dollar contracts. While the Mission has decentralized to the field the initial processing of transactions related to personnel administration, finance and procurement, the review, consolidation and approval of data transmitted from multiple locations throughout the Mission area can only be performed at Mission headquarters in Kinshasa. The increased volume of transactions resulting from the expansion of the Mission and support for elections also contributes to the increased workload at MONUC headquarters. Support to the increased military component deployed in Kinshasa, constituting the Western Brigade (Guard Battalion, Western Reserve Battalion and Neutral Force), Force and

Western Brigade headquarters, an additional formed police unit, civilian police and military observer team sites in the west of the country, is also provided from the Mission headquarters and would require strengthening of the Division of Administration in Kinshasa.

Support for elections

24. For the conduct of elections in the Democratic Republic of the Congo, the Independent Electoral Commission has established 30 electoral districts and identified over 9,000 voter registration centres and 40,000 polling stations throughout the country. The present concept of logistical support for the electoral process would require the Mission to distribute and subsequently collect electoral materials and equipment (volume estimated at 2,600 tons) from Kinshasa, the seat of IEC, to four secondary distribution hubs in Kisangani, Mbandaka, Lubumbashi and Kananga, where airport facilities can accommodate heavy cargo aircraft, and from there to 21 tertiary hubs for onward transportation by air and surface to 166 electoral distribution centres covering 145 territories and 21 major cities of the Democratic Republic of the Congo. IEC would be responsible for the distribution of electoral materials from the 166 electoral distribution centres to 9,000 registration centres and 40,000 polling stations. The logistical support distribution network for the elections is shown in annex I to the present report.

25. Given the vast size of the country, the lack of logistical infrastructure and the resulting limited access to most of the 166 electoral distribution centres established in isolated locations, the implementation of the concept of logistical support for elections would require the strengthening of the existing staffing establishment of the Division of Administration, predominantly in locations where no or limited administrative and technical support staff capacity exists. The additional administrative, security, logistical and technical civilian personnel would be responsible for the provision of dedicated support to the electoral process, in particular, the coordination of the implementation of logistical support plans developed by the Electoral Assistance Division, the transportation by air and road of 2,600 tons of electoral materials and equipment and an estimated 35,600 passengers, the operation and maintenance of vehicles and information technology and communications networks established in new remote locations, the refurbishment and maintenance of new premises, warehousing, storage and distribution of electoral materials and equipment, as well as support to the forward deployment of military contingents during the electoral period.

26. In connection with the eastern deployment of the Mission's military, civilian police and substantive personnel and in support of the electoral process, the Division of Administration and the Security and Safety Section would establish 993 additional posts and temporary positions (139 international, 700 national staff, including 7 national officers, and 154 United Nations Volunteers), of which 33 international staff, 121 national General Service staff and 103 United Nations Volunteers would be engaged on a temporary basis for a six-month period.

27. Of the proposed 887 additional posts and positions for the Division of Administration (excluding the Security and Safety Section), the incumbents of 77 posts and positions (29 international staff, 42 national staff and 6 United Nations Volunteers, including 8 temporary international staff, 9 national staff and 5 United Nations Volunteers in support for elections) would be deployed in Kinshasa, for a

total staffing establishment at Mission headquarters of 731 posts and positions (274 international staff, 311 national staff, 146 United Nations Volunteers), representing 27 per cent of its proposed total staffing establishment of 2,688 posts and positions.

28. As shown in the table below, of a total of the proposed 993 additional posts and temporary positions, 766 (70 per cent) would be deployed in the east of the country. While the approved 2004/05 staffing establishment of the Division of Administration and the Security and Safety Section provided for the deployment of 1,173 posts (58 per cent of the total) to the east of the Democratic Republic of the Congo, the proposed 2005/06 staffing establishment reflects 1,939 posts and temporary positions (64 per cent of the total), the incumbents of which would be assigned to locations in the east of the country.

Table 6
Distribution of human resources by region

	Military observers	*Military contingents*	*Civilian police*	*Formed police*	*Substantive*	*Administration*[a]	*Total*
Eastern region[b]							
Approved 2004/05	454	13 924	175	—	438	1 173	**16 164**
Proposed 2005/06	454	14 024	298	500	602	1 939	**17 817**
Net change	**—**	**100**	**123**	**500**	**164**	**766**	**1 653**
Western region[c]							
Approved 2004/05	306	1 790	93	—	362	848	**3 399**
Proposed 2005/06	306	1 790	93	125	490	1 075	**3 879**
Net change	**—**	**—**	**—**	**125**	**128**	**227**	**480**
Grand total							
Approved 2004/05	760	15 714	268	—	800	2 021	**19 563**
Proposed 2005/06	760	15 814	391	625	1 092	3 014	**21 696**
Net change	**—**	**100**	**123**	**625**	**292**	**993**	**2 133**

[a] Includes Security and Safety Section.
[b] Includes Kasai Oriental, Kasai Occidental, Orientale, North Kivu, South Kivu, Maniema and Katanga provinces.
[c] Includes Kinshasa, Bas-Congo, Bandundu and Equateur provinces.

Office of the Director of Administration

Military Support, Planning and Liaison Office

	International staff										
Civilian staff	*USG -ASG*	*D-2 -D-1*	*P-5 -P-4*	*P-3 -P-1*	*Field Service*	*General Service*	*Security Service*	***Subtotal***	*National staff*[a]	*United Nations Volunteers*	***Total***
Mission headquarters											
Approved 2004/05	—	—	—	—	—	—	—	—	—	—	—
Proposed 2005/06	—	—	—	—	—	—	—	—	—	—	—
Net change	—	—	—	—	—	—	—	—	—	—	—
Field											
Approved 2004/05	—	—	—	—	—	—	—	—	—	—	—
Proposed 2005/06	—	—	1	—	3	2	—	**6**	—	—	**6**
Net change	—	—	**1**	—	**3**	**2**	—	**6**	—	—	**6**
Total											
Approved 2004/05	—	—	—	—	—	—	—	—	—	—	—
Proposed 2005/06	—	—	1	—	3	2	—	**6**	—	—	**6**
Net change	—	—	**1**	—	**3**	**2**	—	**6**	—	—	**6**

[a] National General Service staff.

Justification

Mission expansion

- **International staff: increase by 6 posts (all field)**

In connection with the establishment of the Force divisional headquarters in Kisangani, it is proposed to establish, within the divisional headquarters, a Military Planning, Support and Liaison Office headed by a Senior Administrative Officer at the P-5 level reporting directly to the Director of Administration. The Office would be responsible for the planning and coordination of a full range of logistical support required in connection with operational and tactical decisions taken by the Division Commander in respect of the forces deployed to Kisangani, the Ituri region and North and South Kivu, including deployment and redeployment of military contingents to improve responsiveness and effectiveness of administrative support to military operations in the eastern part of the Democratic Republic of the Congo. The Office would also comprise three Planning Assistants (Field Service) and two Administrative Assistants (General Service (Other level)).

Administrative Services

29. In connection with the deployment of additional military contingent personnel, civilian police and substantive staff to the east of the country and provision of logistical support for the elections, it is proposed to establish 499 additional posts and temporary positions (32 international staff, 455 national staff, including 2 national officers, and 12 United Nations Volunteers) to augment the capacity of the

Finance, Personnel and Medical Section, as well as the Facilities and Camp Management Services Unit, as detailed below. Of the 499 requested additional posts and temporary positions, 474 are posts in support of the expansion, while 25 temporary positions are in support of the elections. Of the requested 499 posts and temporary positions, a total of 452 posts and temporary positions would be deployed to the field.

Finance Section

	International staff										
Civilian staff	*USG -ASG*	*D-2 -D-1*	*P-5 -P-4*	*P-3 -P-1*	*Field Service*	*General Service*	*Security Service*	***Subtotal***	*National staff*[a]	*United Nations Volunteers*	***Total***
Mission headquarters											
Approved 2004/05	—	—	2	3	6	5	—	**16**	8	2	**26**
Proposed 2005/06	—	—	2	4	7	5	—	**18**	8	2	**28**
Net change	—	—	—	**1**	**1**	—	—	**2**	—	—	**2**
Field											
Approved 2004/05	—	—	—	4	7	4	—	**15**	10	2	**27**
Proposed 2005/06	—	—	—	5	9	4	—	**18**	16	2	**36**
Net change	—	—	—	**1**	**2**	—	—	**3**	**6**	—	**9**
Total											
Approved 2004/05	—	—	2	7	13	9	—	**31**	18	4	**53**
Proposed 2005/06	—	—	2	9	16	9	—	**36**	24	4	**64**
Net change	—	—	—	**2**	**3**	—	—	**5**	**6**	—	**11**

[a] Includes national officers and national General Service staff.

30. In connection with the deployment of additional military contingents and the proposed increase in the civilian staffing establishment of the Mission, it is proposed to strengthen the Finance Section by the establishment of 11 additional posts (two at Mission headquarters and nine in the field, all in the eastern region), as detailed below.

Justification

Mission expansion

- **International staff: increase by 5 posts (Mission headquarters: 2 posts; field: 3 posts)**
- **National staff: increase by 6 posts (all field)**

In order to strengthen the Section's capacity at Mission headquarters, it is proposed to establish 1 Finance Officer (P-2) and 1 Finance Assistant (Field Service) post. The Finance Officer would be responsible for supporting the increased volume of transactions in the MONUC imprest accounts, electronic banking transactions for payments to vendors, staff, military observers and civilian police, liaising with banks as well as managing 4 staff in the cashier's office, while the Finance Assistant would be responsible

for providing systems support, technical assistance and training related to the use of SUN accounts and Progen payroll systems throughout the Democratic Republic of the Congo and assisting the Chief of the Finance Section in the end-of-month closing of accounts and preparation of monthly financial statements.

To strengthen the capacity of the Section in the east of the country it is proposed to establish 1 Finance Officer (P-3) post, the incumbent of which would be deployed to Bukavu and would be responsible for managing and maintaining the Mission's accounts in the South Kivu Sector, covering Bukavu, the Kigoma logistics base, Kindu, Bujumbura and Uvira, supervising and monitoring the day-to-day operations of the Bukavu office. It is also proposed to establish two Finance Assistant (Field Service) posts, the incumbents of which would be deployed to Bukavu and the Entebbe logistics base and would be responsible for daily payments to casual labour, daily allowances to the military contingents, supervising the payment of mission subsistence allowances, volunteer living allowances and national staff salaries, and the daily processing of accounting transactions in the SUN system, as well as 2 Finance Officer (national officer) posts, the incumbents of which would be deployed to Bukavu and Goma and would be responsible for maintaining the accounts of the sectors and submitting monthly financial statements to Mission headquarters. The Section's financial operations at Bukavu, Bunia and Kampala would be reinforced by the proposed establishment of four Finance Clerk (national General Service staff) posts.

Personnel Section

	International staff										
Civilian staff	*USG -ASG*	*D-2 -D-1*	*P-5 -P-4*	*P-3 -P-1*	*Field Service*	*General Service*	*Security Service*	***Subtotal***	*National staff*[a]	*United Nations Volunteers*	***Total***
Mission headquarters											
Approved 2004/05	—	—	4	3	9	3	—	**19**	8	4	**31**
Proposed 2005/06	—	—	4	5	17	3	—	**29**	13	4	**46**
Net change	—	—	—	**2**	**8**	—	—	**10**	**5**	—	**15**
Field											
Approved 2004/05	—	—	1	—	3	6	—	**10**	14	1	**25**
Proposed 2005/06	—	—	1	—	3	6	—	**10**	14	1	**25**
Net change	—	—	—	—	—	—	—	—	—	—	—
Total											
Approved 2004/05	—	—	5	3	12	9	—	**29**	22	5	**56**
Proposed 2005/06	—	—	5	5	20	9	—	**39**	27	5	**71**
Net change[b]	—	—	—	**2**	**8**	—	—	**10**	**5**	—	**15**

[a] Includes national officers and national General Service staff.

[b] Includes 2 temporary electoral support positions for a six-month period (1 P-3 and 1 national General Service staff, all at Mission headquarters) funded under general temporary assistance.

Justification

Mission expansion

- **International staff: increase by 9 posts (all Mission headquarters)**
- **National staff: increase by 4 posts (all Mission headquarters)**

In order to strengthen the Section's capacity at Mission headquarters, it is proposed to establish one Personnel Officer (P-3) post. The incumbent of the post would be responsible for the supervision of the administration of time and attendance records, annual, maternity and paternity leave and medical insurance and other entitlements in respect of the 870 additional national staff. To support the administration of additional staff resulting from the deployment of additional military contingents and substantive personnel, it is proposed to establish 8 Personnel Assistant (Field Service) posts, the incumbents of which would be responsible for assisting in the recruitment and administration of entitlements of 195 new international and 865 national staff (122 international and 591 national staff in support of the Mission's expansion and 73 international and 274 national staff in support of elections), as well as the 9 international and 5 national staff of the Conduct and Discipline Unit, the administration of entitlements of 760 military observers and 391 civilian police personnel, inclusive of time and attendance maintenance in IMIS, subsistence allowance and leave entitlements processing. The capacity of the Section would also be reinforced by the establishment of 4 Personnel Clerk (national General Service staff) posts.

Support for elections

- **International staff: increase by 1 temporary position (Mission headquarters)**
- **National staff: increase by 1 temporary position (Mission headquarters)**

In order to provide dedicated support for the elections, it is proposed to strengthen the capacity of the Section at Mission headquarters through the establishment of 1 Recruitment Officer (P-3) position, the incumbent of which would be assisted by 1 Personnel Clerk (national General Service staff) and would be responsible for identifying the Mission's recruitment needs and priorities in respect of the proposed 361 temporary positions (excluding United Nations Volunteers), monitoring and following up on the filling of posts, maintaining a roster of the internal placement of staff, analysing projected vacancies within the 5 Sectors and administering, overviewing and assisting in the testing and interviewing of short-listed candidates for deployment in the Sectors.

Procurement Section

	International staff										
Civilian staff	*USG -ASG*	*D-2 -D-1*	*P-5 -P-4*	*P-3 -P-1*	*Field Service*	*General Service*	*Security Service*	*Subtotal*	*National staff*[a]	*United Nations Volunteers*	*Total*
Mission headquarters											
Approved 2004/05	—	—	3	6	6	2	—	**17**	5	6	**28**
Proposed 2005/06	—	—	3	6	6	3	—	**18**	5	6	**29**
Net change	—	—	—	—	—	1	—	**1**	—	—	**1**

Civilian staff	International staff: USG-ASG	D-2-D-1	P-5-P-4	P-3-P-1	Field Service	General Service	Security Service	Subtotal	National staff[a]	United Nations Volunteers	Total
Field											
Approved 2004/05	—	—	1	2	1	5	—	9	6	1	16
Proposed 2005/06	—	—	1	2	1	6	—	10	6	1	17
Net change	—	—	—	—	—	1	—	1	—	—	1
Total											
Approved 2004/05	—	—	4	8	7	7	—	26	11	7	44
Proposed 2005/06	—	—	4	8	7	9	—	28	11	7	46
Net change[b]	—	—	—	—	—	2	—	2	—	—	2

[a] Includes national officers and national General Service staff.
[b] All additional positions are temporary electoral support positions for a six-month period, funded under general temporary assistance.

Justification

Support for elections

- **International staff: increase by 2 temporary positions (Mission headquarters: 1 position; field: 1 position)**

In order to provide dedicated support to the elections, it is proposed to strengthen the capacity of the Section at Mission headquarters by the deployment of 1 Procurement Assistant (General Service (Other level)) position, the incumbent of which would assist in the local and international procurement of goods and services for the Mission.

In order to reinforce the procurement support for the elections in the field, it is proposed to establish 1 Procurement Assistant (General Service (Other level)) position, the incumbent of which would be deployed to Entebbe, Uganda, and would assist in the local and international procurement of goods and services for the Mission.

General Services Section

Civilian staff	International staff: USG-ASG	D-2-D-1	P-5-P-4	P-3-P-1	Field Service	General Service	Security Service	Subtotal	National staff[a]	United Nations Volunteers	Total
Mission headquarters											
Approved 2004/05	—	—	1	4	16	3	—	24	31	9	64
Proposed 2005/06	—	—	1	4	16	3	—	24	57	9	90
Net change	—	—	—	—	—	—	—	—	26	—	26

	International staff										
Civilian staff	*USG -ASG*	*D-2 -D-1*	*P-5 -P-4*	*P-3 -P-1*	*Field Service*	*General Service*	*Security Service*	***Subtotal***	*National staff*[a]	*United Nations Volunteers*	***Total***
Field											
Approved 2004/05	—	—	—	6	8	10	—	**24**	44	14	**82**
Proposed 2005/06	—	—	1	6	16	10	—	**33**	440	22	**495**
Net change	—	—	1	—	8	—	—	**9**	396	8	**413**
Total											
Approved 2004/05	—	—	1	10	24	13	—	**48**	75	23	**146**
Proposed 2005/06	—	—	2	10	32	13	—	**57**	497	31	**585**
Net change[b]	—	—	1	—	8	—	—	**9**	422	8	**439**

[a] National General Service staff.

[b] Includes 13 temporary electoral support positions for a six-month period (1 P-4, 8 national General Service staff and 4 United Nations Volunteers, all in the field), funded under general temporary assistance.

31. In connection with the deployment of additional military contingents and the provision of logistical support for the elections, it is proposed to strengthen the General Services Section by the establishment of 439 additional posts and temporary positions (26 at Mission headquarters and 413 in the field: 12 in the western region and 401 in the eastern region), as detailed below.

Justification

Mission expansion

- **International staff: increase by 8 posts (all field)**
- **National staff: increase by 414 posts (Mission headquarters: 26 posts; field: 388 posts)**
- **United Nations Volunteers: increase by 4 positions (all field)**

In order to strengthen the Section's capacity to support additional military contingents at the Mission's headquarters and in the west of the country, it is proposed to establish 3 Administrative Clerk (national General Service staff) posts to reinforce the capacity of the Section in the processing of travel requests and in property control and inventory management.

To support the military contingents deployed in the east of the country, it is proposed to establish 8 Field Service posts comprising 2 Receiving and Inspection Assistant posts each deployed to Bukavu and the Entebbe logistics base (Uganda), with the incumbents responsible for verifying all deliveries, in particular, of rations in support of the troops and supplies procured locally or received from other missions; 4 Property Control and Inventory Assistant posts, each deployed to Bukavu, Bunia, Goma and Kisangani, with the incumbents responsible for verification of all United Nations-owned equipment as well as the handover of equipment for personnel checking out of the region; 1 Claims Assistant post deployed to Entebbe, with the incumbent responsible for the settlement of all third-party claims throughout the eastern region, liaison with the insurance companies in Uganda and preparation and processing of claims for review by the Claims Review Board or the Local Property Survey Board and approval by the Director of Administration in Kinshasa; and 1 Travel Assistant post deployed to Entebbe,

with the incumbent responsible for providing support for the establishment of a Travel Office at the logistics base as well as for the processing of all staff travel from the eastern region of the Democratic Republic of the Congo.

To further strengthen the capacity of the Section in the east of the country, it is also proposed to establish 4 Receiving and Inspection Assistants (United Nations Volunteers), 2 deployed to the Entebbe logistics base and 1 each to Bunia and Uvira, with the incumbents responsible for the increased local procurement activities in support of the troops in the eastern region of the Democratic Republic of the Congo, the processing of the large volume of shipments transiting through Entebbe, as well as the monitoring and inspection of rations received at the new rations warehouse/distribution centres.

In addition, it is proposed to establish 16 Clerk (national General Service staff) posts comprising 10 Receiving and Inspection Clerks, 1 Travel Clerk and 5 Property Control and Inventory Clerks for deployment to Bukavu, Bunia, the Entebbe logistics base, Goma and Uvira. The incumbents of the Receiving and Inspection Clerk posts would assist in the distribution of rations from the supplier's warehouses to the contingents and in the inspection of items procured and delivered locally and would be deployed, 4 at the Entebbe logistics base; 2 in Goma; 2 in Uvira; and 1 each in Bunia and Bukavu. The incumbent of the Travel Clerk post would be deployed to the Entebbe logistics base and would assist in the securing of travel tickets from travel agents in Kampala and local immigration formalities for military and civilian staff arriving in the Mission area, while the incumbents of the Property and Inventory Control Clerk posts would assist in the verification of United Nations-owned assets, with 2 deployed in Goma and 1 each in Bunia, Bukavu and the Entebbe logistics base.

In order to ensure that military contingent personnel and military observers in the field can communicate with the local population in the areas of their deployment, the Mission has been engaging as individual contractors 395 Interpreters/Translators who provide, on a permanent basis, interpretation and translation services from/to national languages (Swahili in the east of the Democratic Republic of the Congo, Lingala and Chiluba), English and French, accompany military personnel in the high-risk cordon-and-search operations and daily mobile and foot patrols, as well as assist military personnel deployed at checkpoints and facilitate contacts by the Mission's military personnel with local population and community leaders in remote locations. In view of the continuing full-time core nature of these functions, it is proposed to convert 395 Interpreter/Translator individual contractor positions to national General Service staff posts. The conversion would also enable the Mission to extend to these staff the benefits due to national staff, including participation in the United Nations Joint Staff Pension Fund, medical insurance coverage and entitlement to sick and annual leave. The incumbents of 372 proposed posts would be deployed in the east of the Democratic Republic of the Congo.

Support for elections

- **International staff: increase by 1 temporary position (field)**
- **National staff: increase by 8 temporary positions (all field)**
- **United Nations Volunteers: increase by 4 temporary positions (all field)**

In order to provide dedicated logistical support for the elections, it is proposed to deploy to Kisangani (secondary distribution hub) 1 General Services Officer (P-4) who would be responsible, working closely with the electoral offices in the region, the military divisional headquarters in Kisangani and in coordination with the Entebbe logistics base, for overseeing and managing the receipt and inspection of supplies and rations, property control and inspection of assets, facilities and camp management services at the sites and follow-up on third-party claims throughout the eastern region.

To strengthen the Section's capacity in the field, it is also proposed to deploy 12 temporary positions to Gemena, Buta, Bandundu and Kikwit, each comprising 1 Administrative Assistant (United Nations Volunteer) and 2 Clerks (national General Service staff). The incumbents of these temporary positions would be responsible for providing general services support during the electoral process, including the control of United Nations-owned equipment passing through the centres, managing mail/pouch operations, conducting receiving and inspection functions for locally procured supplies and assisting in facilities camp management and services in the area.

Facilities and Camp Management Services Unit

	International staff										
Civilian staff	*USG -ASG*	*D-2 -D-1*	*P-5 -P-4*	*P-3 -P-1*	*Field Service*	*General Service*	*Security Service*	***Subtotal***	*National staff*[a]	*United Nations Volunteers*	***Total***
Mission headquarters											
Approved 2004/05	—	—	—	1	—	—	—	**1**	10	6	**17**
Proposed 2005/06	—	—	—	1	—	—	—	**1**	10	6	**17**
Net change	—	—	—	—	—	—	—	—	—	—	—
Field											
Approved 2004/05	—	—	—	1	2	3	—	**6**	40	19	**65**
Proposed 2005/06	—	—	—	1	3	3	—	**7**	62	23	**92**
Net change	—	—	—	—	**1**	—	—	**1**	**22**	**4**	**27**
Total											
Approved 2004/05	—	—	—	2	2	3	—	**7**	50	25	**82**
Proposed 2005/06	—	—	—	2	3	3	—	**8**	72	29	**109**
Net change[b]	—	—	—	—	**1**	—	—	**1**	**22**	**4**	**27**

[a] National General Service staff.

[b] Includes 8 temporary electoral support positions for a six-month period (4 national General Service staff and 4 United Nations Volunteers, all in the field), funded under general temporary assistance.

32. In connection with the deployment of additional military contingents and the provision of logistical support for the elections, it is proposed to strengthen the Facilities and Camp Management Services Unit by the establishment of 27 additional posts and temporary positions (all in the field; 8 in the western region and 19 in the eastern region), as detailed below.

Expected accomplishment/outputs

Expected accomplishment:

- 4.1 Effective and efficient logistical, administrative and security support to the Mission

Outputs

- Rental and maintenance of 140 premises in 21 locations
- Operation and maintenance of 642 rub halls and 583 ablution units

Justification

Mission expansion

- **International staff: increase by 1 post (field)**
- **National staff: increase by 18 posts (all field)**

In order to strengthen the capacity of the Section to support the additional military contingents in the east of the country, it is proposed to establish 1 Facilities Camp Manager (Field Service) post, the incumbent of which would be deployed at the Entebbe logistics base and would be responsible for general sanitation, hygiene and vector control and would oversee and supervise the janitorial and groundskeeping contracts at the base and the transit camp supporting contingent movements in and out of the eastern Democratic Republic of the Congo; 10 Site Supervisor (national General Service staff) posts, the incumbents of which would be deployed, 4 in Goma, 4 in Entebbe and 2 in Uvira, and would be responsible for supervising the work of daily casual labour and ensuring sanitation and hygiene standards at the office sites, around the campsites and the helipads; and 8 Septic Truck Driver (national General Service staff) posts, the incumbents of which would be deployed, 4 in Goma and 2 each in Bukavu and Uvira, and would be responsible for regular septic tank cleaning/evacuation at 39 remote contingent sites.

Support for elections

- **National staff: increase by 4 temporary positions (all field)**
- **United Nations Volunteers: increase by 4 temporary positions (all field)**

In order to provide dedicated logistical support to the elections, it is proposed to deploy to Buta, Kikwit, Bandundu and Gemena 4 support teams, each comprising 1 Facilities Camp Management Assistant (United Nations Volunteer) and 1 Site Supervisor/Clerk (national General Service staff). The incumbents of these temporary positions would be responsible for supporting the provision of facilities and camp management services, supervising the work of daily casual labour and ensuring sanitation and hygiene standards at the electoral office sites, including at outlying electoral centres.

Medical Section

Civilian staff	International staff: USG -ASG	D-2 -D-1	P-5 -P-4	P-3 -P-1	Field Service	General Service	Security Service	Subtotal	National staff[a]	United Nations Volunteers	Total
Mission headquarters											
Approved 2004/05	—	—	2	—	1	1	—	**4**	10	5	**19**
Proposed 2005/06	—	—	2	2	2	1	—	**7**	10	5	**22**
Net change	—	—	—	**2**	**1**	—	—	**3**	—	—	**3**
Field											
Approved 2004/05	—	—	—	4	—	—	—	**4**	25	14	**43**
Proposed 2005/06	—	—	—	5	1	—	—	**6**	25	14	**45**
Net change	—	—	—	**1**	**1**	—	—	**2**	—	—	**2**
Total											
Approved 2004/05	—	—	2	4	1	1	—	**8**	35	19	**62**
Proposed 2005/06	—	—	2	7	3	1	—	**13**	35	19	**67**
Net change	—	—	—	**3**	**2**	—	—	**5**	—	—	**5**

[a] National General Service staff.

Expected accomplishment/output

Expected accomplishment:

- 4.1 Effective and efficient logistical, administrative and security support to the Mission

Outputs

- Operation and maintenance of 10 United Nations-owned level-I; 2 contingent-owned level-II, 1 level-II/III contracted hospitals in Kinshasa and 2 level-IV contracted hospitals in Pretoria and Nairobi
- 200 medical air evacuations
- Operation and maintenance of HIV voluntary confidential counselling and testing facilities for all personnel
- HIV sensitization programme for all personnel, including peer education

Justification

Mission expansion

- **International staff: increase by 5 posts (Mission headquarters: 3 posts; field: 2 posts)**

In order to strengthen the Section's capacity at Mission headquarters, it is proposed to establish 1 Pharmacist (P-3), 1 Laboratory Officer (P-3) and 1 Head Nurse (Field Service) posts. The Pharmacist would be responsible for the overall management of the pharmaceutical facility in Kinshasa, overseeing procurement and maintenance of pharmaceuticals (drugs, medical supplies and vaccines) and related equipment in accordance with World Health Organization standards, as well as the conduct of biological

assessments, provision of advice on antibiotic use/efficacy, maintenance of updated lists of drugs and consumables within the Mission and development and maintenance of a system of inspections to ensure drug safety. The Laboratory Officer would be responsible for the overall management of the United Nations-owned laboratory in Kinshasa, including all laboratory related requirements and related procurement, the maintenance of medical records, day-to-day diagnostic and testing services and the maintenance of blood supplies. The Head Nurse would be responsible for triage and emergency care, the day-to-day operation of the clinic, inclusive of patient scheduling, on-demand medical consultations as well as assisting physicians during consultations and emergencies, the maintenance of patients' medical certificates, records and laboratory test results and dispensing and safekeeping of prescribed drugs, consumables and supplies.

To support the additional troops deployed to the east of the country, it is also proposed to establish 1 Medical Officer (P-3) and 1 Head Nurse (Field Service) post, the incumbents of which would be deployed in Entebbe, Uganda, and would be responsible for the provision of emergency health care to MONUC personnel, inclusive of the resuscitation, stabilization and evacuation of patients, as well as triage and emergency care, and the day-to-day operation of the medical clinic at the logistics base.

Integrated Support Services

33. In connection with the deployment of a reserve battalion to Kinshasa and the deployment of additional military contingent personnel, civilian police and substantive staff to the east of the country as well as the provision of logistical support for the elections, it is proposed to establish 382 additional posts and temporary positions (70 international staff, 175 national staff, including 5 National officers, and 137 United Nations Volunteers) to augment the capacity of the Contingent-owned Equipment Verification Unit, the Supply Section, the Fuel Unit and the Engineering, Communications and Information Technology, Movement Control and Aviation Sections, as detailed below. Of the 382 additional posts and temporary positions, 168 posts are in support of the expansion, while 214 temporary positions are for support to the electoral process. Of the total number of posts and temporary positions, 352 would be deployed to the field.

34. The justification of the additional posts and temporary positions is as follows.

Mission Support Centre

	International staff										
Civilian staff	*USG -ASG*	*D-2 -D-1*	*P-5 -P-4*	*P-3 -P-1*	*Field Service*	*General Service*	*Security Service*	***Subtotal***	*National staff*[a]	*United Nations Volunteers*	***Total***
Mission headquarters											
Approved 2004/05	—	—	2	1	4	—	—	**7**	2	6	**15**
Proposed 2005/06	—	—	2	2	4	—	—	**8**	2	6	**16**
Net change	—	—	—	**1**	—	—	—	**1**	—	—	**1**

	International staff										
Civilian staff	*USG -ASG*	*D-2 -D-1*	*P-5 -P-4*	*P-3 -P-1*	*Field Service*	*General Service*	*Security Service*	***Subtotal***	*National staff*[a]	*United Nations Volunteers*	***Total***
Field											
Approved 2004/05	—	—	2	6	5	8	—	**21**	11	11	**43**
Proposed 2005/06	—	—	2	6	5	8	—	**21**	23	23	**67**
Net change	—	—	—	—	—	—	—	—	**12**	**12**	**24**
Total											
Approved 2004/05	—	—	4	7	9	8	—	**28**	13	17	**58**
Proposed 2005/06	—	—	4	8	9	8	—	**29**	25	29	**83**
Net change[b]	—	—	—	**1**	—	—	—	**1**	**12**	**12**	**25**

[a] National General Service staff.

[b] All additional positions are temporary electoral support positions for a six-month period, funded under general temporary assistance.

35. In connection with the provision of logistical support for the elections, it is proposed to strengthen the Mission Support Centre by the establishment of 25 additional temporary positions (1 at Mission headquarters and 24 in the field: 8 in the western region and 16 in the eastern region), as detailed below.

Justification

Support for elections

- **International staff: increase by 1 temporary position (Mission headquarters)**
- **National staff: increase by 12 temporary positions (all field)**
- **United Nations Volunteers: increase by 12 temporary positions (all field)**

In order to provide dedicated support to the elections, it is proposed to strengthen the capacity of the Section at Mission headquarters by the establishment of 1 Electoral Coordination Officer (P-3) position, the incumbent of which would serve as the focal point in the Mission Support Centre for all electoral logistical support coordination issues, including in the field offices.

In order to reinforce the support for the elections in the field, it is proposed to establish 12 Electoral Coordination Assistant (United Nations Volunteers) positions, the incumbents of which would be deployed, 1 each to Bandundu, Kikwit, Mbandaka, Gemena, Kisangani, Bunia, Goma, Bukavu, Kalemie, Kindu, Lubumbashi and Kananga, and would serve as regional and sector focal points for the coordination of integrated support services for the electoral process, as well as 12 Clerk/Interpreter (national General Service staff) positions, the incumbents of which would be deployed, 1 each to Bandundu, Kikwit, Mbandaka, Gemena, Kisangani, Bunia, Goma, Bukavu, Kalemie, Kindu, Lubumbashi and Kananga, and would support the electoral coordination assistants.

Contingent-owned Equipment Verification Unit

	International staff										
Civilian staff	*USG -ASG*	*D-2 -D-1*	*P-5 -P-4*	*P-3 -P-1*	*Field Service*	*General Service*	*Security Service*	***Subtotal***	*National staff*[a]	*United Nations Volunteers*	***Total***
Mission headquarters											
Approved 2004/05	—	—	1	1	1	—	—	**3**	—	12	**15**
Proposed 2005/06	—	—	1	1	1	—	—	**3**	—	12	**15**
Net change	—	—	—	—	—	—	—	—	—	—	—
Field											
Approved 2004/05	—	—	—	—	—	1	—	**1**	—	6	**7**
Proposed 2005/06	—	—	—	—	3	1	—	**4**	—	6	**10**
Net change	—	—	—	—	**3**	—	—	**3**	—	—	**3**
Total											
Approved 2004/05	—	—	1	1	1	1	—	**4**	—	18	**22**
Proposed 2005/06	—	—	1	1	4	1	—	**7**	—	18	**25**
Net change	—	—	—	—	**3**	—	—	**3**	—	—	**3**

[a] National General Service staff.

Expected accomplishment/output

Expected accomplishment:

- 4.1 Effective and efficient logistical, administrative and security support to the Mission

Outputs

- Verification, monitoring and inspection of contingent-owned equipment and self-sustainment in respect of 15,814 contingent personnel and 625 formed police personnel

Justification

Mission expansion

- **International staff: increase by 3 posts (all field)**

In order to strengthen the capacity of the Unit to support the additional military contingents in the east of the country, it is proposed to establish 3 Contingent-owned Equipment Verification and Inspection Team Leader (Field Service) posts, the incumbents of which would be deployed in Bukavu, Bunia and Goma and would be responsible for conducting arrival, operational readiness, repatriation and other periodic inspections of military contingents' equipment.

Supply Section

Civilian staff	International staff: USG -ASG	D-2 -D-1	P-5 -P-4	P-3 -P-1	Field Service	General Service	Security Service	Subtotal	National staff[a]	United Nations Volunteers	Total
Mission headquarters											
Approved 2004/05	—	—	1	2	4	—	—	7	15	9	31
Proposed 2005/06	—	—	1	2	5	—	—	8	15	9	32
Net change	—	—	—	—	1	—	—	1	—	—	1
Field											
Approved 2004/05	—	—	—	3	6	6	—	15	34	16	65
Proposed 2005/06	—	—	—	3	13	6	—	22	59	19	100
Net change	—	—	—	—	7	—	—	7	25	3	35
Total											
Approved 2004/05	—	—	1	5	10	6	—	22	49	25	96
Proposed 2005/06	—	—	1	5	18	6	—	30	74	28	132
Net change[b]	—	—	—	—	8	—	—	8	25	3	36

[a] National General Service staff.

[b] Includes 14 temporary electoral support positions for a six-month period (2 Field Service and 12 national General Service staff, all in the field), funded under general temporary assistance.

36. In connection with the deployment of a reserve battalion to Kinshasa, the deployment of additional military contingent personnel and the logistical support for the elections, it is proposed to strengthen the Supply Section by establishing 36 additional posts and temporary positions (1 at Mission headquarters and 35 in the field: 9 in the western region and 26 in the eastern region), as detailed below.

Expected accomplishment/outputs

Expected accomplishment:

- 4.1 Effective and efficient logistical, administrative and security support to the Mission

Outputs

- Storage and supply of rations and bulk water for 15,814 military personnel and 625 formed police personnel in 10 major locations

Justification

Mission expansion

- **International staff: increase by 6 posts (Mission headquarters: 1 post; field: 5 posts)**
- **National staff: increase by 13 posts (all field)**
- **United Nations Volunteers: increase by 3 positions (all field)**

In order to strengthen the Section's capacity at Mission headquarters, it is proposed to establish 1 Rations Assistant (Field Service) post. The incumbent would be responsible for coordinating with the military contingent/Brigade headquarters rations requirements at Kinshasa and ensuring timely delivery of required rations by the supplier.

To support the additional military contingents deployed in the east of the country, it is also proposed to establish 5 Rations Assistant (Field Service) posts, the incumbents of which would be deployed in Bukavu, Kigoma, Bunia, Goma and Entebbe, Uganda, and would be responsible for coordinating with the military contingent/Brigade headquarters rations requirements and ensuring timely delivery of required rations by the supplier, as well as 3 Food Inspector (United Nations Volunteers) positions, the incumbents of which would be deployed in Kigoma, Entebbe and Mahagi and would be responsible for the inspection of rations prior to and upon delivery, as well as the inspection of ration warehouses and vendor sites for quality control purposes. The Section's capacity would be further reinforced by the proposed establishment of 13 Warehouse Clerk (national General Service staff) posts, the incumbents of which would be deployed to the Mission and regional warehouses, as follows: 8 in Entebbe and 1 each in Goma, Beni, Mbuji-Mayi, Uvira and Kampala.

Support for elections

- **International staff: increase by 2 temporary positions (all field)**
- **National staff: increase by 12 temporary positions (all field)**

In order to provide dedicated logistical support to the forward deployment of military contingents during elections, it is proposed to deploy at Lubumbashi and Buta 2 Supply Assistants (Field Service), the incumbents of which would be responsible for rations and fuel management at the warehouses, including the utilization and replenishment of rations and fuel stocks as well as water.

It is also proposed to deploy 12 Warehouse Clerks (national General Service staff), 1 each in Lubumbashi and Mbuji-Mayi and 2 each in Gemena, Bandundu, Kikwit, Bumba and Buta. The incumbents of these positions would be responsible for providing administrative support and assistance in the ordering, receipt and invoicing of rations.

Fuel Unit

	International staff										
Civilian staff	*USG -ASG*	*D-2 -D-1*	*P-5 -P-4*	*P-3 -P-1*	*Field Service*	*General Service*	*Security Service*	***Subtotal***	*National staff*[a]	*United Nations Volunteers*	***Total***
Mission headquarters											
Approved 2004/05	—	—	1	1	3	—	—	**5**	6	—	**11**
Proposed 2005/06	—	—	1	1	3	—	—	**5**	6	—	**11**
Net change	—	—	—	—	—	—	—	—	—	—	—
Field											
Approved 2004/05	—	—	—	3	6	2	—	**11**	21	6	**38**
Proposed 2005/06	—	—	—	3	10	2	—	**15**	28	11	**54**
Net change	—	—	—	—	4	—	—	**4**	7	5	**16**

Civilian staff	International staff: USG -ASG	D-2 -D-1	P-5 -P-4	P-3 -P-1	Field Service	General Service	Security Service	Subtotal	National staff[a]	United Nations Volunteers	Total
Total											
Approved 2004/05	—	—	1	4	9	2	—	**16**	27	6	**49**
Proposed 2005/06	—	—	1	4	13	2	—	**20**	34	11	**65**
Net change[b]	—	—	—	—	**4**	—	—	**4**	**7**	**5**	**16**

[a] National General Service staff.

[b] Includes 4 temporary electoral support positions for a six-month period (4 Field Service, all in the field), funded under general temporary assistance.

37. In connection with the deployment of additional military contingents and the provision of logistical support for the elections, it is proposed to strengthen the Fuel Unit by the establishment of 16 additional posts and temporary positions (all in the field; 3 in the western region and 13 in the eastern region), as detailed below.

Justification

Mission expansion

- **National staff: increase by 7 posts (all field)**
- **United Nations Volunteers: increase by 5 positions (all field)**

In order to support the additional military contingents deployed in the east of the country, it is proposed to establish 5 Fuel Assistant (United Nations Volunteer) posts, the incumbents of which would be deployed in Entebbe, Uganda, Mbuji-Mayi, Beni, Uvira and Mahagi and would be responsible for overseeing fuel operations, monitoring fuel consumption, quality assurance, fuel equipment maintenance and safety inspections.

The Unit's capacity for the monitoring of the delivery and dispensing of fuel would be reinforced by the proposed establishment of 7 Fuel Operator (national General Service staff) positions, the incumbents of which would be deployed, 3 in Entebbe and 1 each in Bukavu, Bunia, Goma and Mahagi.

Support for elections

- **International staff: increase by 4 temporary positions (all field)**

In order to provide dedicated logistical support for elections, it is proposed to deploy 4 Fuel Assistants (Field Service), 1 each in Gemena, Bandundu, Kikwit and Bumba. The incumbents of these temporary positions would be responsible for monitoring, planning and forecasting fuel consumption and requirements, as well as replenishing stocks in a timely manner, ensuring the safety of fuel sites, and liaising with vendors.

Engineering Section

	International staff										
Civilian staff	*USG -ASG*	*D-2 -D-1*	*P-5 -P-4*	*P-3 -P-1*	*Field Service*	*General Service*	*Security Service*	***Subtotal***	*National staff*[a]	*United Nations Volunteers*	***Total***
Mission headquarters											
Approved 2004/05	—	—	2	4	5	2	—	**13**	44	10	**67**
Proposed 2005/06	—	—	2	4	7	2	—	**15**	45	10	**70**
Net change	**—**	**—**	**—**	**—**	**2**	**—**	**—**	**2**	**1**	**—**	**3**
Field											
Approved 2004/05	—	—	—	8	17	6	—	**31**	117	27	**175**
Proposed 2005/06	—	—	—	8	18	6	—	**32**	139	34	**205**
Net change	**—**	**—**	**—**	**—**	**1**	**—**	**—**	**1**	**22**	**7**	**30**
Total											
Approved 2004/05	—	—	2	12	22	8	—	**44**	161	37	**242**
Proposed 2005/06	—	—	2	12	25	8	—	**47**	184	44	**275**
Net change[b]	**—**	**—**	**—**	**—**	**3**	**—**	**—**	**3**	**23**	**7**	**33**

[a] Includes national officers and national General Service staff.

[b] Includes 2 temporary electoral support positions for a six-month period (2 Field Service, at Mission headquarters), funded under general temporary assistance.

38. In connection with the deployment of additional military contingents and the provision of logistical support for the elections, it is proposed to strengthen the Engineering Section by the establishment of 33 additional posts and temporary positions (3 at Mission headquarters and 30 in the field: 1 in the western region and 29 in the eastern region), as detailed below.

Expected accomplishment/output

Expected accomplishment:

- 4.1 Effective and efficient logistical, administrative and security support to the Mission

Outputs

- Rental and maintenance of 140 premises in 21 locations
- Operation and maintenance of 782 generators in 16 locations
- Operation and maintenance of 642 rub halls and 583 ablution units
- Repair and maintenance of 680 km of road
- Upgrading of aviation/navigational infrastructure at 1 airfield to meet ICAO standard

- Renovation of 8 airfields and maintenance of a total of 9 airfields
- Completion of the construction of a major logistics base in Entebbe, Uganda

Justification

Mission expansion

- **International staff: increase by 1 post (field)**
- **National staff: increase by 23 posts (Mission headquarters: 1 post; field: 22 posts)**
- **United Nations Volunteers: increase by 7 positions (all field)**

In order to strengthen the Section's capacity at Mission headquarters, it is proposed to establish 1 Civil Engineer (national officer) post, the incumbent of which would be responsible for supporting the Mission Support Centre in respect of the operational command and support structure in the Mission as well as liaising with the local government authorities on aviation, electricity, water and roads.

To support the additional military contingents deployed in the east and west of the country, it is also proposed to establish 1 Engineering Officer (Field Service) post, the incumbent of which would be deployed in Entebbe/Kampala and would be responsible for overseeing the construction and maintenance of the logistics base, aircraft hangars, management of engineering assets and materials and coordination of engineering support in the east of the Democratic Republic of the Congo. It is also proposed to establish 7 Site Engineer and Stores Manager (United Nations Volunteer) positions, the incumbents of which would be deployed, 3 in Bukavu, 3 in Goma and 1 in Bunia, and would be responsible for supervising and managing the work of local staff engaged in civil, electrical and mechanical engineering and asset management projects. The Section's capacity would further be reinforced by the establishment of 2 Civil Engineer (National Officer) posts, the incumbents of which would be deployed in Goma and Bukavu and would be responsible for supporting the Kivus Brigades and increased disarmament, demobilization, repatriation, resettlement or reintegration and humanitarian activities, as well as 20 Skilled Worker, Technician and Stores Clerk (national General Service staff) posts deployed 4 in Lubumbashi, 6 in Mahagi, 5 in Uvira, 2 each in Beni and Mbuji-Mayi in the east and 1 in Bandundu in the west of the country, and would be responsible for site preparation, construction of accommodation, helipads, headquarters and command posts in support of the contingent deployments.

Support for elections

- **International staff: increase by 2 temporary positions (all Mission headquarters)**

In order to provide dedicated logistical support for the elections, it is proposed to deploy at Mission headquarters 2 Engineering Assistants (Field Service). The incumbents of these temporary positions would be responsible for the coordination of operations in the field related to the construction/alteration of premises in Gemena, Lubumbashi, Kananga, Bandundu, Kikwit and Buta in support of electoral distribution teams and Electoral Assistance Division liaison offices, the alteration and rehabilitation of existing structures, as well as the supervision of tradesmen (carpenters, masons, plumbers, electricians) in Kinshasa.

Communications and Information Technology Section

Communications Unit

	International staff										
Civilian staff	*USG -ASG*	*D-2 -D-1*	*P-5 -P-4*	*P-3 -P-1*	*Field Service*	*General Service*	*Security Service*	***Subtotal***	*National staff*[a]	*United Nations Volunteers*	***Total***
Mission headquarters											
Approved 2004/05	—	—	1	—	15	—	—	**16**	24	12	**52**
Proposed 2005/06	—	—	1	—	19	—	—	**20**	27	14	**61**
Net change	—	—	—	—	**4**	—	—	**4**	**3**	**2**	**9**
Field											
Approved 2004/05	—	—	—	8	9	2	—	**19**	36	23	**78**
Proposed 2005/06	—	—	—	8	15	2	—	**25**	56	42	**123**
Net change	—	—	—	—	**6**	—	—	**6**	**20**	**19**	**45**
Total											
Approved 2004/05	—	—	1	8	24	2	—	**35**	60	35	**130**
Proposed 2005/06	—	—	1	8	34	2	—	**45**	83	56	**184**
Net change[b]	—	—	—	—	**10**	—	—	**10**	**23**	**21**	**54**

[a] National General Service staff.

[b] Includes 22 temporary electoral support positions for a six-month period (12 national General Service staff and 10 United Nations Volunteers), funded under general temporary assistance (Mission headquarters: 1 national General Service staff and 1 United Nations Volunteer; field: 11 national General Service staff and 9 United Nations Volunteers).

39. In connection with the deployment of additional military contingents and the provision of logistical support for the elections, it is proposed to strengthen the Communications Unit by the establishment of 54 additional posts and temporary positions (9 at Mission headquarters and 45 in the field: 4 in the western region and 41 in the eastern region), as detailed below.

Expected accomplishment/output

Expected accomplishment:

- 4.1 Effective and efficient logistical, administrative and security support to the Mission

Outputs

- Operation and maintenance of 79 very small aperture terminals (VSAT) systems at 72 locations
- Operation and maintenance of 119 telephone exchanges for 22,172 users including contractors (15,814 contingent personnel, 760 military observers, 391 civilian police, 625 formed police personnel, 4,106 civilian personnel, inclusive of 521 temporary positions, and 476 contractors)
- Operation and maintenance of 127 repeaters and transmitters

- Operation and maintenance of 79 microwave links
- Operation and maintenance of 12 radio studios and 3 relays
- Support and maintenance of 1 GSM network

Justification

Mission expansion

- **International staff: increase by 10 posts (Mission headquarters: 4 posts; field: 6 posts)**
- **National staff: increase by 11 posts (Mission headquarters: 2 posts; field: 9 posts)**
- **United Nations Volunteers: increase by 11 positions (Mission headquarters: 1 position; field: 10 positions)**

In order to strengthen the Unit's capacity at Mission headquarters, it is proposed to establish 4 Communication Assistant (Field Service) posts, 1 to support telephone billing operations, 2 to support the management of the Mission's PABXs and 1 to support the satellite network. It is also proposed to establish 1 Communications Technician (United Nations Volunteer) position, the incumbent of which would maintain mobile radios in support of the military contingent personnel, military observers, civilian police personnel and staff at Mission headquarters, as well as 2 Communications Clerk (national General Service staff) posts, the incumbents of which would support the telephone switchboard and the billing units.

To support the additional military contingents deployed in the east of the country, it is also proposed to establish 6 Communications Assistant (Field Service) posts, the incumbents of which would be deployed, 2 in Goma, 2 in Entebbe, Uganda, and 2 in Bukavu and would be responsible for supporting warehouse management, special equipment installation and maintenance, disaster recovery and business continuity, and high frequency long-range communications, as well as 10 Communications Technician (United Nations Volunteers) positions, the incumbents of which would be deployed, 2 in Bukavu, 1 in Kisangani, 2 in Bunia, 1 in Lubumbashi, 2 in Entebbe, 1 in Goma and 1 in Beni, and would be responsible for assisting in the maintenance of the Mission's communications infrastructure network. The Unit would be reinforced by 9 Communications Clerk (national General Service staff) posts, the incumbents of which would be deployed, 1 in Bukavu, 1 in Lubumbashi, 1 in Uvira, 3 in Entebbe, 1 in Goma, 1 in Beni and 1 in Kigali, and would assist in the first-level maintenance of office equipment, PABX, HF/VHF networks and satellite communications equipment.

Support for elections

- **National staff: increase by 12 temporary positions (Mission headquarters: 1 post; field: 11 posts)**
- **United Nations Volunteers: increase by 10 temporary positions (Mission headquarters: 1 position; field: 9 positions)**

In order to strengthen the capacity of the Unit to provide dedicated logistical support for the elections, it is proposed to establish at Mission headquarters 1 Communications Assistant (United Nations Volunteer) and 1 Communications Technician (national General Service staff) positions, the incumbents of which would be responsible for providing first and second-level technical support to static and mobile HF/UHF/VHF networks, INMARSAT and other communications infrastructure systems (both static and mobile).

It is also proposed to establish in the field 9 Communications Assistants (United Nations Volunteers) positions, the incumbents of which would be deployed, 1 each in Mbandaka, Kisangani, Kindu, Lubumbashi, Kananga, Bunia, Goma, Bukavu and Kalemie and would be responsible for providing

support in the maintenance of HF/UHF/VHF networks, INMARSAT and other communications infrastructure systems (both static and mobile), as well as 11 Communications Technician (national General Service staff) positions, the incumbents of which would be deployed, 1 each in Mbandaka, Kisangani, Kindu, Lubumbashi, Kananga, Bunia, Goma, Bukavu, Kalemie, Bandundu and Kikwit, to provide first and second-level technical support to static and mobile HF/VHF networks in support of the elections at the electoral centres and sites.

Information Technology Unit

	International staff										
Civilian staff	*USG -ASG*	*D-2 -D-1*	*P-5 -P-4*	*P-3 -P-1*	*Field Service*	*General Service*	*Security Service*	***Subtotal***	*National staff*[a]	*United Nations Volunteers*	***Total***
Mission headquarters											
Approved 2004/05	—	—	1	1	5	10	—	**17**	10	15	**42**
Proposed 2005/06	—	—	1	1	5	10	—	**17**	10	16	**43**
Net change	—	—	—	—	—	—	—	—	—	**1**	**1**
Field											
Approved 2004/05	—	—	—	6	6	3	—	**15**	27	13	**55**
Proposed 2005/06	—	—	—	6	10	3	—	**19**	37	36	**92**
Net change	—	—	—	—	**4**	—	—	**4**	**10**	**23**	**37**
Total											
Approved 2004/05	—	—	1	7	11	13	—	32	37	28	**97**
Proposed 2005/06	—	—	1	7	15	13	—	**36**	47	52	**135**
Net change[b]	—	—	—	—	**4**	—	—	**4**	**10**	**24**	**38**

[a] National General Service staff.

[b] Includes 16 temporary electoral support positions for a six-month period (16 United Nations Volunteers), funded under general temporary assistance (Mission headquarters: 1 United Nations Volunteer; field: 15 United Nations Volunteers).

40. In connection with the deployment of additional military contingents and the provision of logistical support for the elections, it is proposed to strengthen the Information Technology Unit by the establishment of 38 additional posts and temporary positions (1 at Mission headquarters and 37 in the field: 3 in the western region and 34 in the eastern region), as detailed below.

Expected accomplishment/output

Expected accomplishment:

- 4.1 Effective and efficient logistical, administrative and security support to the Mission

Outputs

- Support for and maintenance of 4,107 desktops, 228 servers, 958 laptops, 4,460 monitors, 2,881 printers and 176 digital senders in 62 locations

- Operation and maintenance of wide-area networks supporting 22,172 users

Justification

Mission expansion

- **International staff: increase by 4 posts (all field)**
- **National staff: increase by 10 posts (all field)**
- **United Nations Volunteers: increase by 8 positions (all field)**

To support the additional military contingents deployed in the east of the country, it is proposed to establish 4 Information Technology Assistant (Field Service) posts, the incumbents of which would be deployed, 2 each in Entebbe, Uganda, and Goma and would be responsible for providing first-level maintenance of equipment and managing the Mission's information systems, Lotus Notes administration, as well as Mission critical applications (FACS, MERCURY), help-desk functions in support of end-users and disaster recovery and business continuity. The Unit's capacity in the field would be reinforced by the establishment of 8 Information Technology Technician (United Nations Volunteers) positions, the incumbents of which would be deployed, 2 in Bukavu and 1 each in Bunia, Lubumbashi, Goma, Kinshasa (logistics base), Entebbe and Beni, and 10 Information Technology Technician/Clerk (national General Service staff) posts, the incumbents of which would be deployed, 1 in Matadi, 1 in Mbuji-Mayi, 1 in Bukavu, 1 in Uvira, 3 in Entebbe, 2 in Goma and 1 in Beni. The incumbents of these posts would be responsible for providing first-level maintenance and managing the Mission's information systems, Lotus Notes administration, as well as Mission critical applications (FACS, MERCURY), help-desk functions in support of end-users and disaster recovery and business continuity.

Support for elections

- **United Nations Volunteers: increase by 16 temporary positions (Mission headquarters: 1 position; field: 15 positions)**

In order to provide dedicated logistical support for the elections, it is proposed to establish at Mission headquarters 1 Information Technology Assistant (United Nations Volunteer) position, the incumbent of which would be responsible for supporting electoral offices in Kinshasa, Kikwit and Bandundu. It is also proposed to establish 3 Information Technology Assistant (United Nations Volunteers) positions, with the incumbents deployed in Kindu, Lubumbashi and Kananga. The incumbents of these temporary positions would be responsible for providing first and second-level support and maintenance of information technology equipment at the respective electoral sites and sub-offices. In order to provide dedicated information technology support for the Office of Public Information, it is proposed to deploy 12 Information Technology Assistant (United Nations Volunteers) positions, the incumbents of which would be deployed, 2 each to Kisangani, Goma, Lubumbashi, Mbuji-Mayi, Bukavu and Mbandaka, and would be responsible for providing first and second-level support and maintenance of information technology equipment of the Office of Public Information.

Movement Control Section

Civilian staff	International staff: USG/ASG	D-2/D-1	P-5/P-4	P-3/P-1	Field Service	General Service	Security Service	Subtotal	National staff[a]	United Nations Volunteers	Total
Mission headquarters											
Approved 2004/05	—	—	1	—	10	—	—	**11**	16	6	**33**
Proposed 2005/06	—	—	1	—	11	—	—	**12**	16	6	**34**
Net change	—	—	—	—	**1**	—	—	**1**	—	—	**1**
Field											
Approved 2004/05	—	—	—	3	10	10	—	**23**	64	19	**106**
Proposed 2005/06	—	—	—	6	26	10	—	**42**	84	30	**156**
Net change	—	—	—	**3**	**16**	—	—	**19**	**20**	**11**	**50**
Total											
Approved 2004/05	—	—	1	3	20	10	—	**34**	80	25	**139**
Proposed 2005/06	—	—	1	6	37	10	—	**54**	100	36	**190**
Net change[b]	—	—	—	**3**	**17**	—	—	**20**	**20**	**11**	**51**

[a] National General Service staff.

[b] Includes 25 temporary electoral support positions for a six-month period (10 Field Service, 10 national General Service staff and 5 United Nations Volunteers, all in the field), funded under general temporary assistance.

41. In connection with the deployment of additional military contingents and the provision of logistical support for the elections, it is proposed to strengthen the Movement Control Section by the establishment of 51 additional posts and temporary positions (1 at Mission headquarters and 50 in the field: 20 in the western region and 30 in the eastern region), as detailed below.

Expected accomplishment/output
Expected accomplishment
• 4.1 Effective and efficient logistical, administrative and security support to the Mission
Outputs
• Emplacement, rotation and repatriation of 15,814 contingent personnel, 760 military observers, 391 civilian police and 625 formed police personnel
• Transportation of 170,000 passengers and 65,000 tons of cargo
• Transportation of 1,000 tonnes of electoral materials to 145 territories and 21 cities in the Democratic Republic of the Congo in support of the voter registration process
• Transportation of 1,600 tonnes of electoral material to 145 territories and 21 cities in the Democratic Republic of the Congo in support of the referendum and election

Justification

Mission expansion

- **International staff: increase by 10 posts (Mission headquarters: 1 post; field: 9 posts)**
- **National staff: increase by 10 posts (all field)**
- **United Nations Volunteers: increase by 6 posts (all field)**

In order to strengthen the Section's planning capacity at Mission headquarters, it is proposed to establish 1 Movement Control Officer (Field Service) post. The incumbent of the post would be responsible for the planning of the deployment and redeployment of military contingents within the Mission area, rotation and repatriation of military personnel, as well as deployment and redeployment of contingent-owned equipment. To support the additional military contingents deployed in the east of the country, it is also proposed to establish 3 Movement Control Officer (P-3) posts, the incumbents of which would be deployed to Bukavu, Bunia and the logistics base in Entebbe, Uganda, and would be responsible for the regional coordination and management of the multimodal movement of military personnel and associated equipment, as well as 6 Movement Control Assistant (Field Service) posts, the incumbents of which would be deployed, 1 each to Bukavu, Bujumbura, Bunia and Goma and 2 to the logistics base in Entebbe, and would be responsible for the coordination and supervision of passenger and cargo operations at the airports by the Mission's assets and commercial contractors. The Section's capacity for the planning and conduct of the passenger and cargo operations in Kikwit, Gemena, Buta, Kananga and Bandundu would be reinforced by the proposed establishment of 6 Movement Control Assistant (United Nations Volunteer) positions and 10 Movement Control Clerk (national General Service staff) posts.

Support for elections

- **International staff: increase by 10 temporary positions (all field)**
- **National staff: increase by 10 temporary positions (all field)**
- **United Nations Volunteers: increase by 5 temporary positions (all field)**

In order to provide dedicated logistical support for the elections, it is proposed to deploy to Kananga (secondary distribution hub) and Bandundu, Kikwit, Gemena (tertiary distribution hubs) as well as Buta 5 electoral support teams, each consisting of 3 Movement Control Assistants (2 Field Service and 1 United Nations Volunteer) and 2 Movement Control Clerks (national General Service staff). The incumbents of these positions would be responsible for the coordination and implementation of electoral materials and equipment movement plans and passenger movement operations in support of the elections, as well as arrangements for the movement of personnel, supplies and equipment of military units deployed to provide security during the elections.

Transport Section

	International staff										
Civilian staff	*USG -ASG*	*D-2 -D-1*	*P-5 -P-4*	*P-3 P-1*	*Field Service*	*General Service*	*Security Service*	***Subtotal***	*National staff*[a]	*United Nations Volunteers*	***Total***
Mission headquarters											
Approved 2004/05	—	—	1	1	8	1	—	**11**	54	7	72
Proposed 2005/06	—	—	1	1	8	1	—	**11**	58	8	77
Net change	—	—	—	—	—	—	—	—	**4**	**1**	**5**
Field											
Approved 2004/05	—	—	—	3	10	3	—	**16**	131	26	173
Proposed 2005/06	—	—	—	3	10	3	—	**16**	161	39	216
Net change	—	—	—	—	—	—	—	—	**30**	**13**	**43**
Total											
Approved 2004/05	—	—	1	4	18	4	—	**27**	185	33	**245**
Proposed 2005/06	—	—	1	4	18	4	—	**27**	219	47	**293**
Net change[b]	—	—	—	—	—	—	—	—	**34**	**14**	**48**

[a] National General Service staff.

[b] All additional positions are temporary electoral support positions for a six-month period, funded under general temporary assistance.

42. In connection with the provision of logistical support for the elections, it is proposed to strengthen the Transport Section by the establishment of 48 additional temporary positions (5 at Mission headquarters and 43 in the field: 14 in the western region and 29 in the eastern region), as detailed below.

Expected accomplishment/output

Expected accomplishment

- 4.1 Effective and efficient logistical, administrative and security support to the Mission

Outputs

- Operation and maintenance of 1,551 light vehicles, 301 heavy/special vehicles, 215 medium vehicles and 16 trailers in 18 locations

Justification

Support for elections

- **National staff: increase by 34 temporary positions (Mission headquarters: 4 positions; field: 30 positions)**

- **United Nations Volunteers: increase by 14 temporary positions (Mission headquarters: 1 position; field: 13 positions)**

In order to provide dedicated support to the elections, it is proposed to strengthen the capacity of the Section at Mission headquarters by the establishment of 1 Transport Assistant (United Nations Volunteer), the incumbent of which would be responsible for the maintenance and repair of vehicles, the operation of workshops and the allocation and issuance of vehicles, as well as 4 Vehicle Mechanic

(national General Service staff) positions, the incumbents of which would assist the Transport Assistant in the maintenance and repair of vehicles.

In order to reinforce support for the elections in the field, it is proposed to establish 13 Transport Assistant (United Nations Volunteers) positions, the incumbents of which would be deployed, 1 each to Aru, Bandundu, Basankusu, Bukavu, Beni, Buta, Goma, Kamina, Kikwit, Lubumbashi, Matadi, Mbuji-Mayi and Uvira, and would be responsible for the maintenance and repair of vehicles, the operation of workshops and the allocation and issuance of vehicles, as well as 30 Vehicle Mechanic (national General Service staff) positions, the incumbents of which would be deployed, 1 each to Beni and Uvira, 2 each to Aru, Bandundu, Bumba, Buta, Gemena, Kamina, Kikwit, Lubumbashi and Matadi, 3 each to Goma and Kisangani, and 4 to Bukavu, and would assist the Transport Assistants in the maintenance and repair of vehicles.

Aviation Section

	International staff										
Civilian staff	*USG -ASG*	*D-2 -D-1*	*P-5 -P-4*	*P-3 -P-1*	*Field Service*	*General Service*	*Security Service*	***Subtotal***	*National staff*[a]	*United Nations Volunteers*	***Total***
Mission headquarters											
Approved 2004/05	—	—	2	6	6	—	—	**14**	10	9	**33**
Proposed 2005/06	—	—	2	8	8	—	—	**18**	13	11	**42**
Net change	—	—	—	2	**2**	—	—	4	3	2	**9**
Field											
Approved 2004/05	—	—	—	8	17	5	—	**30**	32	18	**80**
Proposed 2005/06	—	—	—	11	27	5	—	**43**	50	56	**149**
Net change	—	—	—	**3**	**10**	—	—	**13**	**18**	**38**	**69**
Total											
Approved 2004/05	—	—	2	14	23	5	—	**44**	42	27	**113**
Proposed 2005/06	—	—	2	19	35	5	—	**61**	63	67	**191**
Net change[b]	—	—	—	**5**	**12**	—	—	**17**	**21**	**40**	**78**

[a] Includes national officers and national General Service staff.

[b] Includes 58 temporary electoral support positions for a six-month period (4 P-2, 6 Field Service, 13 national General Service staff and 35 United Nations Volunteers), funded under general temporary assistance (Mission headquarters: 2 P-2, 1 Field Service, 3 national General Service staff and 2 United Nations Volunteers; field: 2 P-2, 5 Field Service, 10 national General Service staff and 33 United Nations Volunteers).

43. In connection with the deployment of additional military contingents and the provision of aviation support for the elections, it is proposed to strengthen the Aviation Section by the establishment of 78 additional posts and temporary positions (9 at Mission headquarters and 69 in the field: 5 in the western region and 64 in the eastern region), as detailed below.

Expected accomplishment/output

Expected accomplishment

- 4.1 Effective and efficient logistical, administrative and security support to the Mission

Outputs

- Operation and maintenance of 30 fixed-wing and 62 rotary-wing aircraft, including 28 military aircraft
- Administration of 1 commercial airfield services contract providing services at 5 airfields, 1 local contract providing service at 1 airfield and 4 memorandums of understanding with troop-contributing countries to cover 13 airfields
- Administration of 1 global airport service contract outside the Mission area
- Operation of 5 additional temporary/short-term airfields
- Transportation of 170,000 passengers and 65,000 tonnes of cargo
- Transportation of 1,000 tonnes of electoral materials to 145 territories and 21 cities in the Democratic Republic of the Congo in support of the voter registration process
- Transportation of 1,600 tonnes of electoral materials to 145 territories and 21 cities in the Democratic Republic of the Congo in support of the referendum and election
- Transportation of an estimated 35,600 passengers in support of elections

Justification

Mission expansion

- **International staff: increase by 7 posts (Mission headquarters: 1 post; field: 6 posts)**
- **National staff: increase by 8 posts (all field)**
- **United Nations Volunteers: increase by 5 positions (all field)**

In order to strengthen the Section's capacity at Mission headquarters, it is proposed to establish 1 Fire Safety Inspector (Field Service) post. The incumbent of the post would report to the Chief of the Fire and Rescue Unit and would be responsible for overseeing the maintenance and testing of the fire and safety equipment throughout the Mission area, monitoring the emergency crash rescue staff training programme and routine inspection of Mission locations and safety procedures in accordance with international standards and practices, as well as overseeing the work of 350 contractual emergency crash rescue staff.

To reinforce the Aviation Section in the field, it is proposed to establish 1 Aviation Operations Officer (P-2) post, the incumbent of which would be deployed to Bukavu and would be responsible for the management and operation of the Airfield Services Unit as well as compliance with the memorandum of understanding and air service contracts and letters of assist for 7 utility rotary aircraft (6 MI-17 and 1 MI-8MTV) and 1 fixed-wing passenger aircraft. The incumbent would also be responsible for overseeing meteorological, emergency response, aircraft ground handling and passenger and cargo handling services.

In addition, 5 Aviation Officers (Field Service) would be deployed, 2 in Goma, 2 in Beni and 1 in Bunia, and would be responsible for day-to-day air operations, including planning, monitoring and supervision of joint civilian-military air operations, ensuring compliance with United Nations and international standards and procedures, coordination of search and rescue operations and liaison with local and military authorities. In order to assist the Aviation Officers, 5 Aviation Assistants (United Nations Volunteers) would be deployed, 2 in Bunia, 1 in Bukavu, 1 in Mahagi and 1 in Uvira, and would

assist in airfield operations, including day-to-day management of commercial air service contracts and monitoring of meteorological conditions, as well as 6 Aviation Clerks (national General Service staff) who would be deployed, 1 each in Bunia, Bukavu, Entebbe, Uganda, Goma, Lubumbashi and Mahagi, and would assist in the maintenance of radio communications, flight following/tracking and routine air operations procedures.

The Section's capacity at the Entebbe logistics base would be reinforced by the proposed 2 Aviation Officer (National Officers) posts, the incumbents of which would assist in the day-to-day ground handling, towing and other aviation services, as well as liaison with aviation fuel companies for fuel requirements and loading and offloading operations.

Support for elections

- **International staff: increase by 10 temporary positions (Mission headquarters: 3 positions; field: 7 positions)**
- **National staff: increase by 13 temporary positions (Mission headquarters: 3 positions; field: 10 positions)**
- **United Nations Volunteers: increase by 35 temporary positions (Mission headquarters: 2 positions; field: 33 positions)**

In order to provide dedicated aviation support for the elections, it is proposed to strengthen the capacity of the Section at Mission headquarters by the establishment of 2 Aviation Officer (P-2) posts, the incumbents of which would be responsible for the management and supervision of air and air terminal operations, including the acceptance-inspection of aircraft and aircrews, compliance with aviation contracts, flight scheduling, provision of airfield services at the airport, refuelling, parking and towing of aircraft, as well as 1 Aviation Assistant (Field Service) who would be responsible for assisting in the planning, coordination and monitoring of air operations in support of the Mission's activities and liaising with the military and local aviation authorities.

The Section's capacity at Mission headquarters would be reinforced by the deployment of 2 Aviation Assistants (United Nations Volunteers), who would be responsible for supporting the Aviation Officers in flight following and the operation of aviation communications equipment, and 3 Aviation Clerks/Drivers (national General Service staff) who would assist in aircraft ground, passenger and cargo handling services.

To reinforce the aviation support for the elections in the field, it is proposed to establish 2 Aviation Officer (P-2) positions, the incumbents of which would be deployed, 1 each in Kisangani and Kindu, and would be responsible for the management and supervision of air operations and terminal operations, including the acceptance inspection of aircraft and aircrews, compliance with aviation contracts, flight scheduling, airfield service provision at the airport, refuelling, parking and towing of aircraft, as well as 5 Aviation Assistant (Field Service) positions, the incumbents of which would be deployed, 1 each to Kisangani, Kindu, Kananga, Bunia and Lubumbashi, and would be responsible for assisting in the planning, coordination and monitoring of air operations in support of the Mission's activities at field locations and liaising with the military and local aviation authorities.

The Section's capacity for the support for the elections would be further reinforced by the establishment of 33 Aviation Assistant (United Nations Volunteers) positions, the incumbents of which would be deployed, 7 to Goma, 5 each to Kananga and Mbandaka, 4 each to Kisangani, Bunia and Kindu, and 4 to Lubumbashi, and would be responsible for supporting the Aviation Officers in the planning, coordination and monitoring of air operations in support of the Mission's activities, liaison with the military and local aviation authorities and flight following and operation of aviation communications equipment, as well as 10 Aviation Clerk/Driver (national General Service staff) positions, the incumbents of which would be deployed, 2 each to Bunia, Goma and Kindu and four to Lubumbashi, and would assist in aircraft ground, passenger and cargo handling services.

Security and Safety Section

Civilian staff	International staff: USG-ASG	D-2-D-1	P-5-P-4	P-3-P-1	Field Service	General Service	Security Service	Subtotal	National staff[a]	United Nations Volunteers	Total
Mission headquarters											
Approved 2004/05	—	—	3	5	30	3	—	**41**	32	3	**76**
Proposed 2005/06	—	—	4	7	41	3	—	**55**	53	3	**111**
Net change	—	—	**1**	**2**	**11**	—	—	**14**	**21**	—	**35**
Field											
Approved 2004/05	—	—	—	6	28	10	—	**44**	100	—	**144**
Proposed 2005/06	—	—	—	6	44	11	—	**61**	149	5	**215**
Net change	—	—	—	—	**16**	**1**	—	**17**	**49**	**5**	**71**
Total											
Approved 2004/05	—	—	3	11	58	13	—	**85**	132	3	**220**
Proposed 2005/06	—	—	4	13	85	14	—	**116**	202	8	**326**
Net change[b]	—	—	**1**	**2**	**27**	**1**	—	**31**	**70**	**5**	**106**

[a] National General Service staff.

[b] Includes 18 temporary electoral support positions for a six-month period (15 national General Service staff and 3 United Nations Volunteers, all in the field), funded under general temporary assistance.

44. In order to enhance security arrangements throughout the Mission area, in view of the prevailing security situation in the country, as well as to support the security of the Mission personnel deployed during elections, it is proposed to strengthen the Security and Safety Section by the establishment of 106 additional posts and temporary positions (35 at the Mission's headquarters and 71 in the field: 28 in the western region and 43 in the eastern region), as detailed below.

Expected accomplishment/output
Expected accomplishment:
• 4.1 Effective and efficient logistical, administrative and security support to the Mission
Outputs
• Preparation of 400 investigation reports on road traffic accidents, theft of MONUC property, burglaries and loss of identification documents and maintenance of 8 security evacuation plans within the Democratic Republic of the Congo
• 24 hours a day close protection to all senior MONUC management, including the head of Office in Bunia
• Daily security situation summaries, monthly mission-wide security risk management assessments and security alerts
• Induction security training and primary fire training/drills for all new MONUC staff, firefighting refresher courses for all staff every 2 months and specialized training for security staff, including in close protection, unarmed combat, pistol firing and first aid

- Maintenance of 24 hours a day firefighting capacity in Kinshasa, Kisangani and Bukavu
- Provision of site security in all locations
- Baggage handling/security checks for approximately 10,000 MONUC passengers a month at 13 airports and 200 investigations
- Operation of a joint operations centre 24 hours a day

Justification

Mission expansion

- **International staff: increase by 31 posts (Mission headquarters: 14 posts; field: 17 posts)**
- **National staff: increase by 55 posts (Mission headquarters: 21 posts; field: 34 posts)**
- **United Nations Volunteers: increase by 2 positions (all field)**

In order to strengthen the Section's capacity at Mission headquarters, it is proposed to establish a Security Information Coordination Unit (SICU) headed by a Security Information Coordination Officer (P-4) who is tasked with the overall responsibility of coordinating with the military contingents, observers and the civilian police, as well as national authorities, the collection, collation and dissemination of security information, including the identification of potential threats, providing the Joint Mission Analysis Cell with security-related inputs and advice, conducting risk and threat assessment in the Mission area as well as providing updates to the security evacuation plan and briefings on the security situation to new staff and maintaining a database of security incidents. It is also proposed to establish 3 Security Information Officer (Field Service) posts, the incumbents of which would assist the chief of SICU in the collection and collation of security information as well as preparing threat and risk assessments.

It is also proposed to reinforce the capacity of the Close Protection Unit by the establishment of 1 Close Protection Officer (P-2) post, the incumbent of which would serve as head of Unit, as well as 2 Close Protection Officer (Field Service) posts, the incumbents of which would be responsible for ensuring the personal security of the Mission's senior management.

In order to strengthen the capacity of the Fire and Safety Unit of the Section, it is proposed to establish 1 post of Chief Fire Officer (P-2) as well as 2 Fire Officer (Field Service) posts to staff the Fire Unit. The Chief Fire Officer would be responsible for the development and implementation of fire safety rules and regulations and training programmes throughout the Mission area in fire prevention and safety in the Mission's numerous premises, including the maintenance of firefighting equipment and the conduct of fire prevention and safety training. The Unit would also include 8 Firefighters (national General Service staff).

To reinforce the capacity of the Section, it is also proposed to establish 2 Security Officer (Field Service) posts, the incumbents of which would be responsible for the preparation of training materials on security and conducting training for security officers in the Mission area in weapons, first aid, evacuation and investigation proceedings; 1 Administrative Officer (Field Service) post, the incumbent of which would be responsible for all administrative matters pertaining to the Security and Safety Section as well as the management and functioning of the Identification Unit, and 1 Operations Duty Officer (Field Service) post, the incumbent of which would be responsible for full-time support to the Security Operations Centre. The Section would further be reinforced by the proposed establishment of 13 Security Clerk/Interpreter (national General Service staff) posts.

In support of the field office sites of the Mission, it is proposed to establish 16 Security Officer (Field Service) posts, the incumbents of which would be deployed, 1 each to Bandundu, Bunia, Entebbe, Uganda, Gbadolite, Kalemie, Kananga, Kigali, Kigoma, Kikwit, Mahagi, Matadi, Mbandaka, Mbuji-Mayi and Uvira and 2 to Kisangani, and would be responsible for site security, including investigations, evacuations and

liaison with the United Nations agencies at those locations; 1 Security Officer (General Service Principal Level) post, the incumbent of which would be deployed to the Kigoma logistics base and would be responsible for overall site security, investigations and evacuation plan; 2 Administrative Assistant (United Nations Volunteers) positions as well as 9 Firefighter (national General Service staff) posts, the incumbents of which would all be deployed to Kisangani, and 25 Security Clerk/Interpreter (national General Service staff) posts, the incumbents of which would be deployed to Bandundu, Bukavu, Bunia, Entebbe, Gbadolite, Kigali, Kisangani, Kikwit, Lubumbashi, Mahagi, Matadi, Mbuji-Mayi and Uvira.

Support for elections

- **National staff: increase by 15 temporary positions (all field)**
- **United Nations Volunteers: increase by 3 temporary positions (all field)**

In order to provide dedicated support for the elections, it is proposed to deploy to Bandundu, Buta and Gemena 3 Security Officer (United Nations Volunteers) and 15 Clerk/Interpreter (national General Service staff) positions. The incumbents of these temporary positions would be responsible for assisting in the security planning, investigations and site security at the electoral office sites.

II. Resource requirements

A. Overall

(Thousands of United States dollars. Budget year is from 1 July 2005 to 30 June 2006.)

	Expenditures (2003/04)	*Apportionment (2004/05)*	*Cost estimates (2005/06)*	*Variance*	
				Amount	*Percentage*
Category	*(1)*	*(2)*	*(3)*	*(4)=(3)-(2)*	*(5)=(4)÷(2)*
Military and police personnel					
Military observers	41 309.8	41 540.8	40 737.6	(803.2)	(1.9)
Military contingents	215 408.7	332 976.8	376 132.8	43 156.0	13.0
Civilian police	6 016.2	9 302.6	18 449.2	9 146.6	98.3
Formed police units	—	—	16 060.9	16 060.9	—
Subtotal	**262 734.7**	**383 820.2**	**451 380.5**	**67 560.3**	**17.6**
Civilian personnel					
International staff[a]	90 972.2	115 538.8	137 485.2	21 946.4	19.0
National staff[b]	9 892.8	15 657.2	22 956.3	7 299.1	46.6
United Nations Volunteers[c]	11 697.7	18 040.2	24 832.8	6 792.6	37.7
Subtotal	**112 562.7**	**149 236.2**	**185 274.3**	**36 038.1**	**24.1**
Operational costs					
General temporary assistance[d]	50.5	—	6 153.8	6 153.8	—
Government-provided personnel	—	—	—	—	—
Civilian electoral observers	—	—	—	—	—
Consultants	160.4	51.9	196.1	144.2	277.8
Official travel	5 261.4	4 910.1	5 884.4	974.3	19.8
Facilities and infrastructure	49 123.3	91 804.7	103 558.0	11 753.3	12.8
Ground transportation	7 658.1	33 140.0	26 835.4	(6 304.6)	(19.0)
Air transportation	149 517.5	194 901.7	288 637.6	93 735.9	48.1
Naval transportation	3 089.0	3 772.6	2 570.4	(1 202.2)	(31.9)

Communications	17 261.0	47 261.4	34 068.8	(13 192.6)	(27.9)
Information technology	5 328.1	13 996.8	8 178.8	(5 818.0)	(41.6)
Medical	5 550.7	7 686.7	10 388.0	2 701.3	35.1
Special equipment	4 321.9	5 619.0	6 809.1	1 190.1	21.2
Other supplies, services and equipment	12 866.1	17 564.8	16 594.8	(970.0)	(5.5)
Quick-impact projects	1 000.0	1 000.0	1 000.0	—	—
Subtotal	**261 188.0**	**421 709.7**	**510 875.2**	**89 165.5**	**21.1**
Gross requirements	**636 485.4**	**954 766.1**	**1 147 530.0**	**192 763.9**	**20.2**
Staff assessment income	12 114.2	17 523.3	21 780.7	4 257.4	24.3
Net requirements	**624 371.2**	**937 242.8**	**1 125 749.3**	**188 506.5**	**20.1**
Voluntary contributions in kind (budgeted)[d]	2 345.8	3 067.1	3 203.0	135.9	4.4
Total requirements	**638 831.2**	**957 833.2**	**1 150 733.0**	**192 899.8**	**20.1**

[a] Cost estimates for 2005/06 are inclusive of a 25% vacancy rate compared to a 15% vacancy rate applied in 2004/05.
[b] Cost estimates for 2005/06 are inclusive of an average 10% vacancy rate compared to an average 5% vacancy rate applied in 2004/05.
[c] Cost estimates for 2005/06 are inclusive of an average 10% delayed deployment factor.
[d] Cost estimates for 2005/06 are inclusive of a 25% vacancy rate for international staff positions and an average 10% vacancy rate for national staff positions.

B. Contingent-owned equipment: major equipment and self-sustainment

45. Requirements for the period from 1 July 2005 to 30 June 2006 are based on standard reimbursement rates for major equipment and self-sustainment in the total amount of $140,218,600, as follows:

(Thousands of United States dollars)

Category	*Estimated amount*
Major equipment	
Military contingents	
Major equipment	71 497.6
Formed police units	
Major equipment	2 640.8
Subtotal major equipment	**74 138.4**
Self-sustainment	
Facilities and infrastructure	
Catering (kitchen facilities)	5 085.4
Office equipment	4 060.3
Electrical	4 663.6
Minor engineering	2 677.0
Laundry and cleaning	4 198.0
Tentage	3 959.1
Accommodation	350.2

Category	*Estimated amount*
Miscellaneous general stores	7 378.1
Welfare	1 116.9
Field defence stores	2 837.9
Communications	
Communications	15 135.3
Medical	
Medical services	7 809.3
Special equipment	
Explosive ordnance disposal	1 299.9
Observation	5 501.3
Identification	7.9
Nuclear, biological and chemical protection	—
Subtotal self-sustainment	**66 080.2**
Total	**140 218.6**

Mission factors	*Percentage*	*Effective date*	*Last review date*
A. Applicable to mission area			
Extreme environmental conditions factor	1.8	1 January 2004	—
Intensified operational conditions factor	1.3	1 January 2004	—
Hostile action/forced abandonment factor	3.1	1 January 2004	—
B. Applicable to home country			
Incremental transportation factor	0.5 to 3.5		

C. Training

46. The estimated requirements for training for the period from 1 July 2005 to 30 June 2006 are as follows:

(Thousands of United States dollars)

Category	*Estimated amount*
Training consultants	71.1
Official travel, training	974.2
Training fees, supplies and services	237.1
Total	**1 282.4**

47. The proposed requirements of $1,282,400 will be used for internal and external training mainly to enhance the Mission's capacity in the implementation of disarmament, demobilization and reintegration programmes, human rights and gender awareness, negotiation and conflict resolution, child protection, rule of law,

transitional justice, prevention of sexual exploitation and abuse, airport management, fire prevention and fire incidents response, weapons training for security personnel, procurement, ground transportation, communications and information technology, supervisory skills and people management training courses for senior managers.

D. Non-budgeted contributions

48. The estimated value of non-budgeted contributions for the period from 1 July 2005 to 30 June 2006 is as follows:

(Thousands of United States dollars)

Category	*Estimated value*
Status of forces agreement[a]	1 030.0
Total	—

[a] Represents the estimated rental value of field offices headquarters and the air terminal in Kinshasa.

III. Analysis of variances[1]

Reference

The present section describes the single largest contributing factor of each resource variance according to specific standard options encompassed in the four standard categories listed below:

Mandate: variances caused by changes in the scale or scope of the mandate, or changes in the expected accomplishments as driven by the mandate;

External: variances caused by parties or situations external to the United Nations;

Cost parameters: variances caused by United Nations regulations, rules and policies;

Management: variances caused by management actions to achieve planned results more effectively (e.g. by reprioritizing or adding certain outputs) or efficiently (e.g. by taking measures to reduce personnel or operational inputs while maintaining the same level of outputs) and/or from performance-related issues (e.g. by having underestimated the costs or quantities of inputs required to produce a certain level of outputs, or by delayed recruitment).

[1] Resource variance amounts are expressed in thousands of United States dollars.

	Variance	
Military observers	($803.2)	(1.9%)

- **Management: reduced inputs and same outputs**

49. The main factor contributing to the variance of $803,200 under this heading is the decreased travel cost of $2,550 per person each way on emplacement, rotation and repatriation of 760 military observers as compared to $2,750 per person one-way budgeted in the 2004/05 period. The estimates reflect the actual strength of 712 military observers at 31 July 2005 and the application of a 5 per cent delayed deployment factor to the computation of mission subsistence allowance costs in respect of the phased deployment of an additional 48 military observers during the 2005/06 period, up to the authorized strength of 760 personnel.

	Variance	
Military contingents	$43 156.0	13.0%

- **Mandate: change in scale/scope of mandate**

50. The main factor contributing to the variance of $43,156,000 under this heading is the increased requirements in respect of the full deployment of 15,814 contingent personnel, compared to their phased deployment during the 2004/05 period. The estimates are based on the actual strength of 15,485 personnel as at 31 July 2005 and the planned deployment of an additional 329 personnel by 31 October 2005, provide for troop rotations, reimbursement to troop-contributing countries for standard troop costs, major equipment and rations and include provisions for death and disability compensation.

	Variance	
Civilian police	$9 146.6	98.3%

- **Mandate: change in scale/scope of mandate**

51. The variance of $9,146,600 is due mainly to the increase by 123 in the authorized strength of the civilian police personnel for a total strength of 391. The estimates are based on the actual strength of 215 civilian police personnel as at 31 July 2005 and the phased deployment of an additional 176 civilian police officers during the 2005/06 period and reflect the application of a 20 per cent delayed deployment factor to the computation of mission subsistence allowance for the additional police personnel.

	Variance	
Formed police units	$16 060.9	—

- **Mandate: change in scale/scope of mandate**

52. The main factor contributing to the requirement of $16,060,900 under this heading is the full deployment by November 2005 of five authorized formed police units for a total strength of 625 personnel. The estimates reflect requirements for formed police units deployment and rotation, reimbursement to contributing countries for standard formed police costs, major equipment and rations and include provisions for death and disability compensation.

	Variance	
International staff	$21 946.4	19.0%

- **Management: additional inputs and outputs**

53. The main factor contributing to the variance of $21,946,400 under this heading is the proposed increase in the number of international staff by 122 personnel, from 975 to 1,097. The estimates take into account the actual strength of 763 international personnel as at 31 July 2005 and the phased deployment of an additional 334 personnel and reflect the application of a 25 per cent delayed deployment factor to the computation of salaries, common staff costs and mission subsistence allowance requirements for the additional personnel. The estimates are based on salary and staff assessment rates derived from the actual average expenditure by staff category and grade levels in 2003/04, as well as the computation of common staff costs at an estimated 59 per cent of net salaries for international staff inclusive of hazard pay.

	Variance	
National staff	$7 299.1	46.6%

- **Management: additional inputs and outputs**

54. The variance of $7,299,100 is due mainly to the proposed increase of the national staffing establishment by 591 posts, including 17 additional national officer posts, from 1,355 to 1,946, in support of the Mission expansion. The estimated requirements take into account actual incumbency of 1,299 national staff as at 31 July 2005, the phased recruitment of the remaining 56 approved and the 591 additional proposed staff and reflect the application of 20 per cent and 5 per cent delayed recruitment factors to the authorized national officer and national General Service staff posts. A 50 per cent and 10 per cent delayed recruitment factor has been applied for the proposed additional 17 national officer and 574 national General Service staff posts. In the 2004/05 period, provisions reflected the application of a 5 per cent delayed recruitment factor. The computation of national staff costs is based on the G-3 step IV and NOA-I of the national salary scale in effect from 1 May 2004 for national General Service staff and national officers, respectively, reflecting the actual pattern of expenditures during the 2004/05 period and distribution of national staff by grade level.

55. Of the proposed additional 591 posts, 395 national General Service staff posts represent the conversion of 395 individual contractors who are already on the ground acting as interpreters/translators and performing core interpretation and translation functions from/to national languages (Swahili, Lingala and Chiluba), French and English.

	Variance	
United Nations Volunteers	$6 792.6	37.7%

- **Management: additional inputs and outputs**

56. The main factor contributing to the variance of $6,792,600 is the proposed provision for 211 additional United Nations Volunteers, comprising 51 Volunteers in support of the Mission's expansion and 160 Volunteers for a six-month period for logistical support of IEC during the electoral process. The estimates take into account the actual deployment of 421 volunteers, from the approved establishment of 491 United Nations Volunteers as at 31 July 2005, and reflect the application of a 10 per cent vacancy factor to the calculation of volunteer living allowance provisions in respect of the phased deployment of 70 authorized Volunteers. A 20 per cent delayed deployment factor has been applied to the phased deployment of 51 proposed positions in support of the Mission's expansion, as well as a 25 per cent delayed deployment factor in respect of the settling-in grant and volunteer living allowances for the 160 proposed United Nations Volunteers to support the electoral process.

	Variance	
General temporary assistance	$6 153.8	—

- **Management: additional inputs and outputs**

57. The variance of $6,153,800 is due mainly to the provision in respect of 347 temporary staff positions in support of the electoral process and IEC in the Democratic Republic of the Congo for a six-month period as well as an amount of $1,163,600 for 14 staff positions (nine international, two national officers and three national General Service staff) of the Conduct and Discipline Unit. The 347 proposed temporary staff positions comprise 73 international staff and 274 national staff positions, inclusive of 15 national officers. The estimated provisions reflect the application of a 25 per cent delayed recruitment factor for international staff positions, 50 per cent for national officers and 10 per cent for national General Service staff positions.

58. The requirements for the international staff positions are based on the salaries and staff assessment rates derived from the actual average expenditure by staff category and grade levels in the 2003/04 period as well as the computation of common staff costs at an estimated 59 per cent of net salaries. The G-3 step IV and NOA-I of the national salary scale in effect from 1 May 2004 have been used for national General Service staff and national officers, reflecting the actual pattern of expenditures during the 2004/05 period and distribution of national staff by grade level.

	Variance	
Consultants	$144.2	277.8%

- **Management: additional inputs and outputs**

59. The variance of $144,200 is due mainly to the provision of $125,000 to cover the cost of consultancy to conduct a comprehensive independent review of the organizational structure and staffing of MONUC with a view to developing proposals, recommendations and implementation plans for the establishment of the optimum organizational structure and staffing level for MONUC. The estimates also provide an amount of $71,100 for hiring consultants for in-house training of staff to enhance the Mission's capacity in the implementation of disarmament, demobilization and reintegration programmes, as well as training programmes in human rights and gender awareness, negotiation and conflict resolution, child protection, rule of law, transitional justice, airport management, fire prevention and fire incidents response, supervisory skills and people management training courses for senior managers.

	Variance	
Official travel	$974.3	19.8%

- **Mandate: change in scale/scope of mandate**

60. The main factor contributing to the variance of $974,300 is increased within-Mission travel provisions in connection with logistical support to IEC and the electoral process, support to military contingent and formed police personnel, as well as investigations of ceasefire violations, monitoring of the arms embargo, illegal exploitation of natural resources, disarmament, demobilization, repatriation, resettlement and reintegration programmes, reconnaissance missions, human rights investigations and gender-related issues.

	Variance	
Facilities and infrastructure	$11 753.5	12.8%

- **Management: additional inputs and outputs**

61. The variance of $11,753,500 is primarily attributable to increased requirements for the self-sustainment of the full strength of 15,814 military contingent personnel compared to their phased deployment during the 2004/05 period and the additional five formed police units, the establishment of offices in the east of the Democratic Republic of the Congo and hard-wall accommodation for the troops after six months in tents, as well as the establishment of six forward operation bases in Katanga province for quick reaction forces, diesel fuel and lubricants for the operation and maintenance of 782 generators in 16 locations, reflecting a 32 per cent increase in the price of fuel in the world market. The estimates include provisions for the maintenance of 78 permanent structures in 22 major locations, eight buildings in five locations, expansion of the logistical support base in Entebbe, Uganda, and provision of security services for new sites in Gbadolite, Mahagi, Bandundu, Kikwit, Kampala, Entebbe, Gemena, Kamina and

Buta. Provision is also made for the acquisition of 589 items of prefabricated facilities, 443 sea containers, 45 fuel tanks and 57 pumps, 312 items of accommodation equipment and 587 items of security and safety equipment.

	Variance	
Ground transportation	($6 304.6)	(19.0%)

- **Management: reduced inputs and same outputs**

62. The major factor contributing to the variance of $6,304,600 is the reduced requirement for vehicles owing to their acquisition in the 2004/05 period. The provisions under this heading reflect requirements in respect of the acquisition of 73 additional light and eight heavy vehicles, two ambulances, four items of mobile airfield support equipment and the replacement of 211 vehicles and buses to be written-off owing to their age, high mileage and exposure to harsh driving conditions, as well as increased requirements for diesel fuel and lubricants based on the actual consumption patterns and reflecting a 32 per cent increase in the price of fuel in the world market.

	Variance	
Air transportation	$93 735.9	48.1%

- **Management: additional inputs and outputs**

63. The major factors contributing to the variance of $93,735,900 are the deployment of the additional 15 commercially contracted aircraft (one fixed-wing and 14 helicopters) for a total of 92 aircraft (30 fixed-wing and 62 helicopters, including 28 military helicopters), provisions for an airborne surveillance system in support of the disarmament, demobilization, repatriation, resettlement or reintegration activities and the enforcement of the arms embargo combined with the increases in the aircraft rental costs, the 32 per cent increase in average aviation fuel prices per litre, the administration of one commercial airfield services contract providing services at five airfields, one local contract providing service at one airfield and four memorandums of understanding with troop-contributing countries to cover 13 airfields and operation of five additional temporary/short-term airfields to include mobile airfield services throughout the Democratic Republic of the Congo in connection with the forward deployment of military contingents to provide security during elections.

64. The configuration of the Mission's fleet of aircraft takes into account logistical support and military operational requirements arising from the deployment of additional military contingents and formed police units in the east of the country (North and South Kivu and the Ituri region), the deployment of quick reaction forces to the six forward operations bases in Katanga province to provide security during elections and the support to IEC in the transportation of electoral materials to the secondary and tertiary electoral distribution sites not accessible by land.

65. The Mission's fleet of 30 fixed-wing aircraft would comprise 6 heavy, 19 medium cargo and passenger and 5 light aircraft, including 18 heavy and medium cargo aircraft, of which 12 have the capability of taking off/landing on short runways (STOL), and 12 passenger aircraft, of which 7 have the capability of taking

off/landing on short runways (STOL). The Mission's fleet of 62 helicopters would include 4 heavy and medium cargo and 26 medium cargo/passenger aircraft, 2 search and rescue aircraft, 2 observation aircraft, as well as a military component of 28 helicopters consisting of 4 attack, 16 utility, 4 surveillance and 4 helicopters with night observation capabilities. From this fleet, 5 fixed-wing aircraft (2 heavy cargo and 3 medium STOL cargo/passenger aircraft) and 15 helicopters (1 heavy cargo and 14 long-range cargo/passenger helicopters) would be used to provide the dedicated support for elections.

	Variance	
Naval transportation	($1 202.2)	(31.9%)

- **Management: reduced inputs and outputs**

66. The most significant factor contributing to the variance of $1,202,200 is the provision for seven speed boats and six pushers as compared to nine speedboats and nine pushers in the 2004/05 period. The reduced requirements are primarily attributable to the introduction of contractual arrangements for "door-to-door" river cargo transportation and the resulting reduced requirements for escorting pushers.

	Variance	
Communications	($13 192.6)	(27.9%)

- **Management: reduced inputs and additional outputs**

67. The major factor contributing to the variance of $13,192,600 is the reduced requirement for communications equipment owing to procurement in the 2004/05 period offset in part by requirements for public information and broadcast equipment for the 12 radio studios and 3 relays in support of the expansion of Radio Okapi, public information supplies and maintenance requirements in support of the electoral and transitional processes, self-sustainment requirements for military contingents and formed police personnel and increased requirements for commercial communications and contractual support service requirements. The requirements under this heading provide for the acquisition of 548 and replacement of 124 items of VHF/UHF/HF and 218 items of satellite equipment at the Brigade headquarters in the east of the country, acquisition of equipment to meet Minimum Operational Security Standards (MOSS), as well as the maintenance of 79 very small aperture terminals (VSAT) systems at 72 locations, installation and maintenance of 119 telephone exchanges, 125 repeaters and transmitters, 75 microwave links, 12 radio studios and 3 relays and 1 mobile telephone (GSM) network.

	Variance	
Information technology	($5 818.0)	(41.6%)

- **Management: reduced inputs and additional outputs**

68. The major factor contributing to the variance of $5,818,000 is the reduced requirement for information technology equipment owing to its procurement in the 2004/05 period offset in part by requirements for the acquisition of 50 desktop

computers, 37 printers for the Brigade headquarters in the east of the country and the replacement of 31 desktop and 13 laptop computers, 46 monitors and 13 printers, a higher spare parts requirement for information technology equipment owing to the unreliable power supply throughout the Democratic Republic of the Congo, as well as increased provisions for contractual and support services and licences, fees and rental of software.

	Variance	
Medical	$2 701.3	35.1%

- **Management: additional inputs and outputs**

69. The variance of $2,701,300 is due primarily to the increased self-sustainment requirements in respect of military and formed police personnel. The estimates also include requirements for medicines, medical supplies, blood and blood products for 10 level-I and 2 contingent-owned level-II hospitals, as well as for contractual arrangements with 1 level-II/III (Kinshasa) and 2 level-IV hospitals (Pretoria and Nairobi).

	Variance	
Special equipment	$1 190.1	21.2%

- **Management: additional inputs and outputs**

70. The major factor contributing to the variance of $1,190,100 is the increased self-sustainment requirements in respect of military contingent and formed police personnel.

	Variance	
Other supplies, services and equipment	($970.0)	(5.5%)

- **Management: reduced inputs and additional outputs**

71. The major factors contributing to the variance of $970,000 under this heading are reduced requirements for the Mission-arranged transportation of contingent-owned equipment within the Mission area owing to the introduction of "door-to-door" contingent-owned equipment delivery contracts arranged by United Nations Headquarters and budgeted under the freight of the contingent-owned equipment line item (military contingents class of expenditure) and the deletion of a provision for interpreters/translators converted to national staff and previously budgeted for under this heading. The reduced requirements are offset in part by increased requirements for contractual mine clearance activities arranged through the United Nations Office for Project Services, the acquisition of accoutrements for the military contingent, civilian police and formed police personnel, external printing requirements where no in-house capacity exists, the replacement of fragmentation protection jackets and helmets, and the acquisition of additional firefighting protection gear.

IV. Actions to be taken by the General Assembly

72. **The actions to be taken by the General Assembly in connection with the financing of MONUC are:**

(a) **Appropriation of the amount of $1,147,530,000 for the maintenance of the Mission for the 12-month period from 1 July 2005 to 30 June 2006, inclusive of the amount of $383,187,800 previously authorized by the General Assembly under the terms of its resolution 59/285 B of 22 June 2005 for the period from 1 July to 31 October 2005;**

(b) **Assessment of the additional amount of $24,644,678 for the period from 1 July to 1 October 2005, taking into account the amount of $265,322,580 already assessed by the Assembly under the terms of its resolution 59/285 B for the same period;**

(c) **Assessment of the additional amount of $772,885,322 at a monthly rate of $95,627,500 for the period from 2 October 2005 to 30 June 2006, taking into account the amount of $84,677,420 already assessed by the Assembly under the terms of its resolution 59/285 B for the period from 2 to 31 October 2005, should the Security Council decide to extend the mandate of the Mission beyond 1 October 2005.**

V. Summary of follow-up action taken to implement requests and recommendations of the Advisory Committee on Administrative and Budgetary Questions and the Office of Internal Oversight Services

A. Advisory Committee on Administrative and Budgetary Questions

(A/59/735)

Request/recommendation	*Action taken to implement request/recommendation*
1. The Advisory Committee has pointed out in the past that the size of the country and the complexity of operations put this Mission at high risk for fraud and other financial/management problems (see A/58/759/Add.10, para. 50). It is therefore essential that adequate oversight coverage and effective management tools be provided for the Mission and that the Mission and the Department of Peacekeeping Operations make every effort to introduce strict budgetary discipline and enforce adequate controls over budget implementation (para. 13).	In order to strengthen oversight coverage, the staffing establishment of the Mission's Office of Internal Oversight Services (OIOS) Resident Auditor Office has been increased compared to the 2004/05 period from 8 posts, including 6 Resident Auditors, to 12 posts, including 6 Resident Auditors, 2 Resident Investigators and 1 Audit Assistant. While the authority for budget implementation has been delegated to the Mission's Director of Administration, the Department of Peacekeeping Operations and the Office of Programme Planning, Budget and Accounts monitor the discharge of this authority and budget execution as well as provide policy guidance and advice on matters related to compliance with the United Nations Financial Regulations and Rules and Staff Regulations and Rules.

Request/recommendation	*Action taken to implement request/recommendation*
	In order to facilitate the monitoring of expenditures and provide the Mission's senior administrative staff with tools for management decisions, 64 staff of the Division of Administration have been trained in the use of the Funds Monitoring Tool.
2. In this connection, the Advisory Committee reminds the Department of Peacekeeping Operations of its request that it prepare, together with the Mission, the Procurement Division and the Office of Legal Affairs, a cost/benefit analysis on the matter, and, pending completion of the analysis, to continue to deliver rations using United Nations air assets (see A/58/759, paras. 72-74 and A/58/759/Add.10, paras. 19-22) (para. 17).	As an alternative to the delivery of all rations by air, the Mission has implemented in the east of the country from early June 2005 a regional warehousing concept and established regional warehouses in Bunia, Bukavu, Goma and Uvira, in addition to those in Kinshasa, Entebbe, Uganda, and Kigoma, United Republic of Tanzania, with the contractor transporting rations to the regional warehouses by road from Entebbe. The Mission has also commenced the use of ground transport for dry rations deliveries between Entebbe and Aru/Beni/Mahagi and from Beni to Bunia. Under new delivery arrangements, the contractor assumed responsibility for the transportation of approximately 80 per cent of the Mission's total rations requirements and liability for attendant risks and food spoilage in transit. Implementation of the regional warehousing concept also provided the contractor with access to local fresh produce markets, contributing to the development of the local economy and the improved quality of food. The anticipated savings to the Mission on transportation costs in the first year of operation are currently estimated at $5.7 million, with estimated second-year savings of $7.7 million. At the same time, owing to the geographical location of Kisangani, Kindu, Kalemie, Kananga and Mbandaka, deliveries of rations to contingents deployed in these areas continues by the Mission's aircraft.
3. In past reports, the Advisory Committee has devoted considerable attention to the organizational structure of MONUC (see, for example, A/58/447, paras. 30-37), which the Committee agrees requires review. The Advisory Committee recalls that in its report on the initial budget for MONUC for 2004/05 it requested that a comprehensive review of the organizational structure of the Mission be undertaken and reported on in the context of the next budget submission (see A/58/759/Add.10, para. 37). The Advisory Committee expects that the results of that review will be reported in the proposed budget for 2005/06 (para. 22).	A comprehensive review of the Mission's organizational structure is being undertaken by independent consultants. Owing to the timing of the preparation of the 2005/06 budget, the results of the review will be reported in the context of the Mission's proposed 2006/07 budget.

Request/recommendation	*Action taken to implement request/recommendation*
4. It therefore requests that the Mission and the Department of Peacekeeping Operations review the civilian personnel requirements for MONUC, taking into account the observations of the Advisory Committee as reflected in the present report and in the discussions held with the Committee. On the basis of the review, revised staffing requirements to be submitted in the proposed budget for 2005/06 should include a clear analysis of resources and capacities already available in the Mission, transparent justifications for new posts and explanations of the rationale behind redeployments and restructuring (para. 23).	The Mission's staffing requirements for the 2005/06 period take into account the Advisory Committee's observations and reflect reductions in the proposed additional international staff posts compared to the proposed revised 2004/05 budget. Based on the review of the existing staffing capacity, the additional posts are proposed only in the areas where no capacity exists to respond to the requirements arising from the deployment of additional military personnel. Ninety-seven per cent of the additional staffing requirements of 522 civilian personnel for the support of elections would be accommodated through the proposed establishment of 507 general temporary assistance positions for a period of six months. Pending completion of the review of the Mission's organizational structure (see para. 3 above), the 2005/06 budget does not include proposals for the establishment of new organizational units in the Division of Administration at Mission headquarters in Kinshasa.
5. In the meanwhile, the Advisory Committee recommends that the Mission begin hiring, on temporary contracts of up to one year, the personnel it deems essential to deal with the expansion, without prejudice to any decision the General Assembly may take on the establishment of posts following its consideration of the proposed budget for 2005/06 and subject to the capacity of the Mission to cover the cost of such contracts from within currently approved resources, should the establishment of the posts not be approved by the General Assembly. Related expenditure should be reported in the performance report (para. 24).	Pursuant to the Advisory Committee's recommendation, the Mission commenced recruitment against the general temporary assistance positions of 127 international and 190 national staff and 52 United Nations Volunteers deemed essential for the expansion, all of which have been included in the proposed staffing establishment of the Mission for the 2005/06 period. As at 31 July 2005, 10 international and 56 national staff and 5 United Nations Volunteers temporary positions have been filled.
6. The Advisory Committee reiterates its view that, wherever feasible and cost-effective, national General Service staff and national officers should be hired to carry out required functions, especially in the support component. This would contribute to capacity-building and the transfer of knowledge to the local population, as well as increase the feeling of ownership by the local population of activities presently carried out by MONUC (para. 26).	The proposed staffing establishment of the Mission for the 2005/06 period provides for 3,404 international and national staff posts and positions, excluding United Nations Volunteers, of which 2,225 are national staff posts (2,168 national General Service staff and 57 national officers) representing 65 per cent of all proposed posts and positions. With regard to the support for elections, 274 (79 per cent) of a total of 347 proposed temporary positions, excluding United Nations Volunteers, would be filled by national staff, including 13 national officers. The staffing establishment of the Division of Administration, excluding the Security and Safety Section and United Nations Volunteers, would comprise 1,531 national staff posts and positions (1,520 national

Request/recommendation	*Action taken to implement request/recommendation*
	General Service staff and 11 national officers) representing 70 per cent of all proposed posts and positions (2,179).
7. The Advisory Committee continues to believe that the Mission should take a phased approach towards electoral assistance, and to that end should develop a deployment strategy, which would take into account current capacity, time frames for elections as well as the findings of the above-mentioned electoral survey. Accordingly, the Advisory Committee recommends that the need for the additional staff be reviewed as outlined in paragraph 23 above, taking into account the findings of the electoral survey (para. 33).	An assessment of the electoral requirements was carried out in April 2005 and its results were reflected in the special report of the Secretary-General to the Security Council on elections in the Democratic Republic of the Congo (S/2005/320). Taking into account the recommendations contained in the report, the existing staffing capacity of the Electoral Assistance Division and time frames for the elections, the additional staffing requirements of the Division would be accommodated through the establishment of temporary positions for a six-month period (see para. 17 of the present report).
8. With regard to the P-4 Gender Affairs Officer post, the Advisory Committee requests that in the estimates for 2005/06 the rationale be provided for establishing such a post in the Electoral Assistance Division, given the existence of a dedicated Gender Issues Unit within the Mission. The Advisory Committee also recommends that the Mission look into the possibility of funding the P-5 Senior Electoral Operations Officer/Project Manager from within the $285 million electoral assistance budget coordinated by UNDP (para. 36).	Following further review of the requirements and taking into account the existing staffing capacity, the post of the P-4 Gender Affairs Officer was not included in the proposed 2005/06 budget. The need to integrate a gender perspective into the entire electoral process and strengthen the capacity of the Independent Electoral Commission in addressing issues related to gender would be met from within the existing staffing establishment. The Mission, upon review of the existing staffing capacity of the Electoral Assistance Division, is not seeking the establishment of the P-5 Senior Electoral Operations Officer post.
9. The Advisory Committee is not convinced that an adequate analysis has been done of available local skills and potential. Furthermore, as indicated in the revised budget, 62 General Service posts (international) are to be replaced by Field Service posts (which are also international). The implications (including financial) of such a large-scale conversion of General Service staff should be analysed and reported in the next budget submission, taking into account actual potential for hiring local staff to perform some of the functions (para. 39).	The Mission has reviewed its existing staffing establishment and capacity and is not seeking the replacement of General Service (Other level) posts by Field Service posts. In the context of the 2005/06 budget, the Mission has proposed a significant number of national staff posts and temporary positions (see para. 6 above). The Mission would endeavour to train national staff in technical areas so that gradual replacement of highly trained international staff can be achieved.
10. The budget submission for 2005/06 should clearly explain the reasons that led the Mission to propose the establishment of the new units and substantiate the need for them with workload and factual data (para. 40).	Pending completion of the review of the organizational structure of MONUC and its outcome, the establishment of new units within the Division of Administration has been put on hold.

Request recommendation	*Action taken to implement request recommendation*
11. The Advisory Committee recalls that, in the context of the commitment authority granted in December 2004, $5.1 million was provided for prefabricated accommodations. The information provided to the Advisory Committee indicates that a substantial number of troops are still accommodated in tents. This should be clarified in the next budget submission. In this connection, the Advisory Committee reiterates that, in compliance with the terms of the memorandums of understanding signed with troop-contributing countries, troops should be provided with hard-wall accommodation after the first six months of deployment, except when the requirements for mobility of units and the operational environment genuinely dictate otherwise (see A/58/759/Add.10, para. 18) (para. 46).	In view of the recent expansion of the Mission's military Force and a highly mobile concept of operations, the full establishment of hard-wall accommodation for troops did not prove to be feasible. With due regard to the continuing instability in the east of the country and the resulting changes in military deployments, the Mission will continue to endeavor to provide and upgrade hard-wall accommodation for troops, including through the installation of semi-rigid accommodation units (weather havens) which meet the United Nations requirements for hard-wall accommodation and are readily deployable and easier to transfer to new locations.

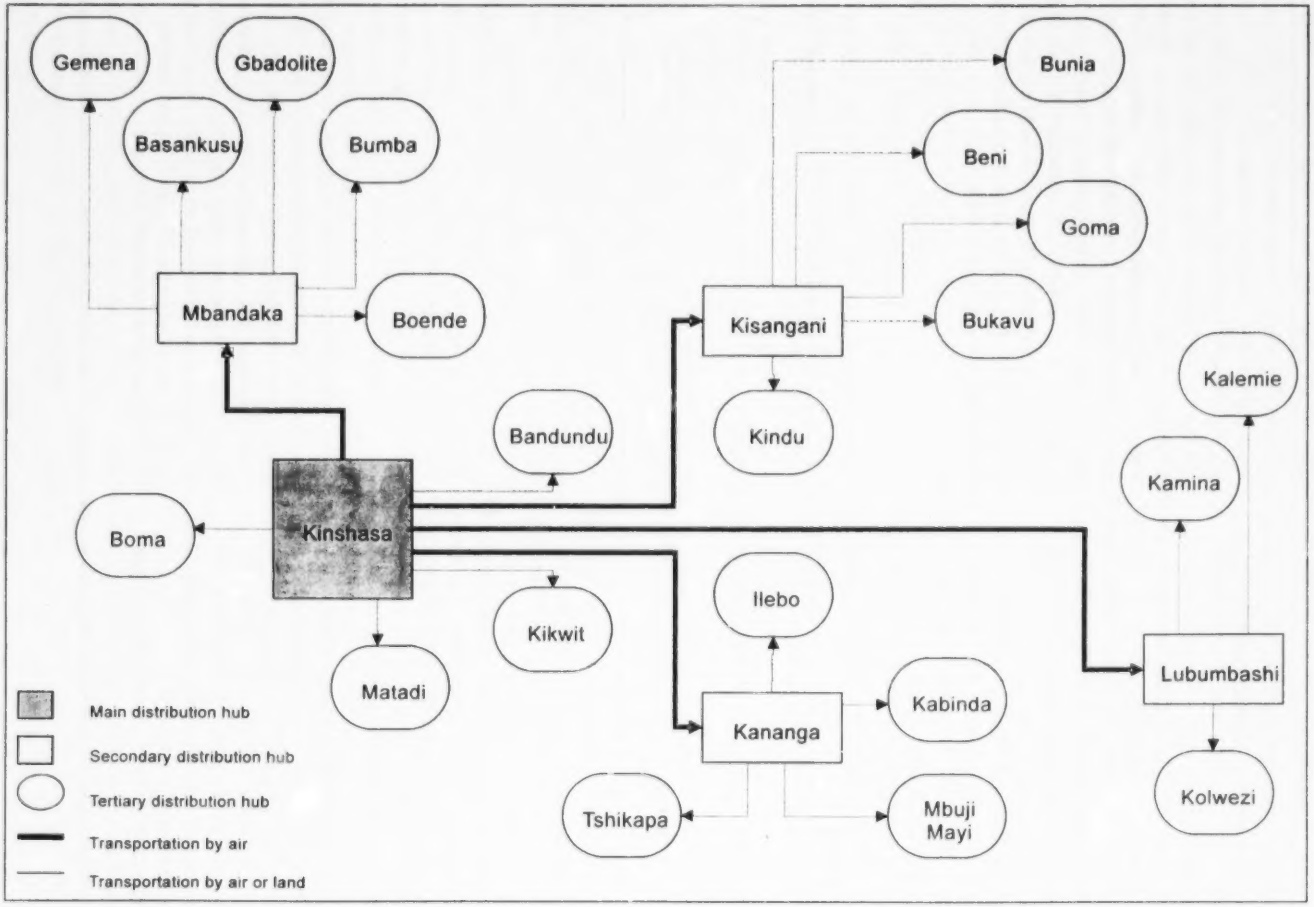
B. Office of Internal Oversight Services

(A/59/359)

Request recommendation	*Action taken to implement request recommendation*
1. In 2002, MONUC issued a tender for additional office accommodation, which led to an allegation of a conflict of interest on the part of one officer and, as the investigation revealed, the failure to act on the knowledge of that conflict by two other officers responsible for the procurement. ... OIOS recommended that appropriate action be taken against the three managers for their failures and violations of the regulations and rules (para. 24).	Following the OIOS investigation, one staff member resigned and administrative action was taken against the other two. Certification authority, granted by virtue of his functions to one staff member, was withdrawn.
2. Mission subsistence allowance payments at MONUC totalled $64.8 million for the fiscal year ending 30 June 2003. An audit showed that the system used to calculate monthly payments had several deficiencies that weakened data integrity and that attendance records needed to be controlled better. When implemented, OIOS recommendations will help improve management controls (para. 35).	The recommendations have been implemented. The Mission has introduced a newer version of the ProGen system, providing additional levels of security, including an audit trail, as well as modifications that address the deficiencies and preserve data integrity. The Mission has also installed an automated attendance records system based on that used in the United Nations Interim Administration Mission in Kosovo.

Annex I

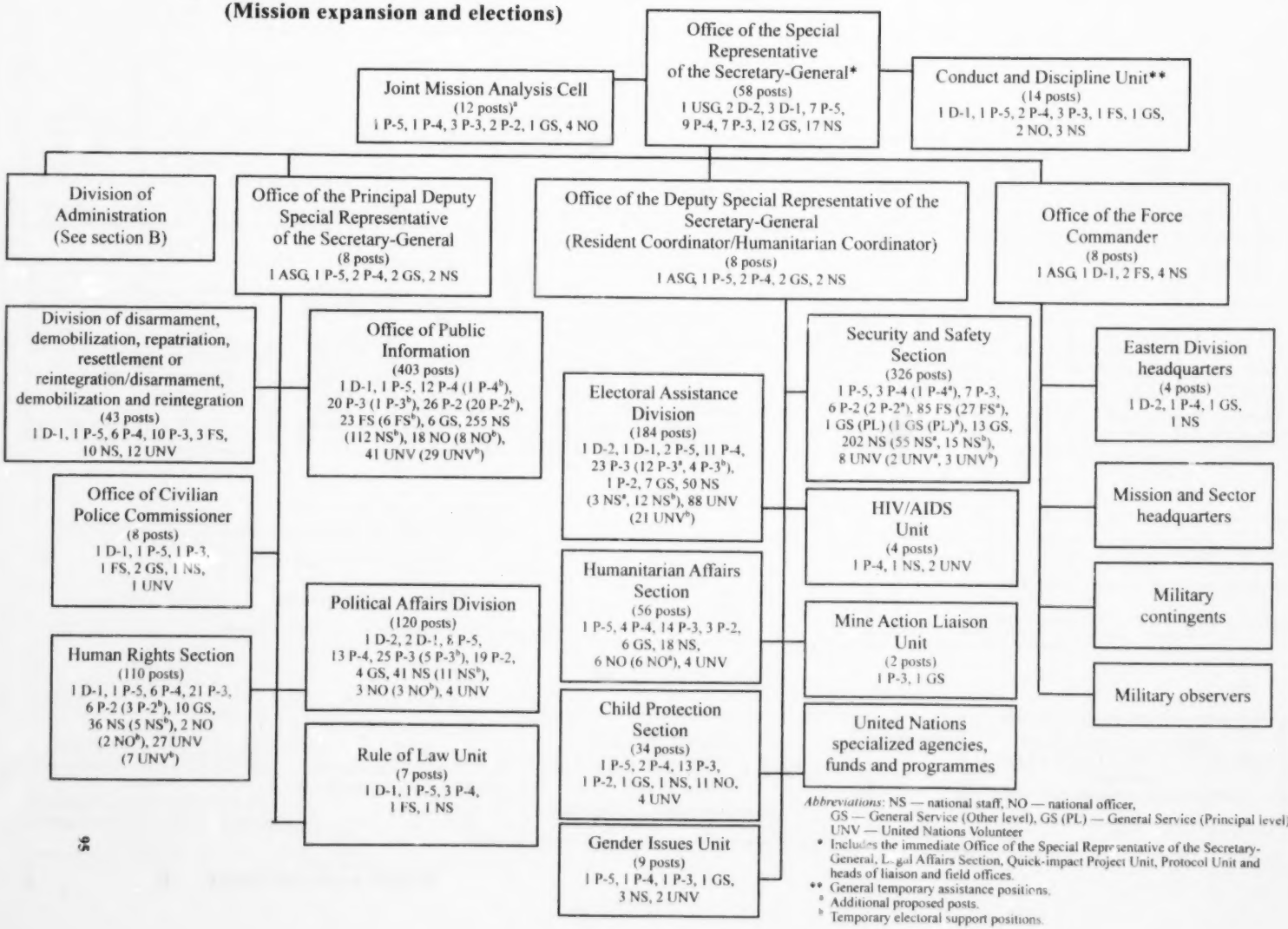
Logistical support distribution network for elections



Annex II

Organization chart

A. Substantive offices — total (Mission expansion and elections)


Office of the Special Representative of the Secretary-General*
(58 posts)
1 USG, 2 D-2, 3 D-1, 7 P-5, 9 P-4, 7 P-3, 12 GS, 17 NS
Joint Mission Analysis Cell
(12 posts)[a]
1 P-5, 1 P-4, 3 P-3, 2 P-2, 1 GS, 4 NO
Conduct and Discipline Unit**
(14 posts)
1 D-1, 1 P-5, 2 P-4, 3 P-3, 1 FS, 1 GS, 2 NO, 3 NS
Division of Administration
(See section B)
Office of the Principal Deputy Special Representative of the Secretary-General
(8 posts)
1 ASG, 1 P-5, 2 P-4, 2 GS, 2 NS
Office of the Deputy Special Representative of the Secretary-General (Resident Coordinator/Humanitarian Coordinator)
(8 posts)
1 ASG, 1 P-5, 2 P-4, 2 GS, 2 NS
Office of the Force Commander
(8 posts)
1 ASG, 1 D-1, 2 FS, 4 NS
Division of disarmament, demobilization, repatriation, resettlement or reintegration/disarmament, demobilization and reintegration
(43 posts)
1 D-1, 1 P-5, 6 P-4, 10 P-3, 3 FS, 10 NS, 12 UNV
Office of Public Information
(403 posts)
1 D-1, 1 P-5, 12 P-4 (1 P-4[b]), 20 P-3 (1 P-3[b]), 26 P-2 (20 P-2[b]), 23 FS (6 FS[b]), 6 GS, 255 NS (112 NS[b]), 18 NO (8 NO[b]), 41 UNV (29 UNV[b])
Electoral Assistance Division
(184 posts)
1 D-2, 1 D-1, 2 P-5, 11 P-4, 23 P-3 (12 P-3[a], 4 P-3[b]), 1 P-2, 7 GS, 50 NS (3 NS[a], 12 NS[b]), 88 UNV (21 UNV[b])
Security and Safety Section
(326 posts)
1 P-5, 3 P-4 (1 P-4[a]), 7 P-3, 6 P-2 (2 P-2[a]), 85 FS (27 FS[a]), 1 GS (PL) (1 GS (PL)[a]), 13 GS, 202 NS (55 NS[a], 15 NS[b]), 8 UNV (2 UNV[a], 3 UNV[b])
Eastern Division headquarters
(4 posts)
1 D-2, 1 P-4, 1 GS, 1 NS
Office of Civilian Police Commissioner
(8 posts)
1 D-1, 1 P-5, 1 P-3, 1 FS, 2 GS, 1 NS, 1 UNV
HIV/AIDS Unit
(4 posts)
1 P-4, 1 NS, 2 UNV
Mission and Sector headquarters
Humanitarian Affairs Section
(56 posts)
1 P-5, 4 P-4, 14 P-3, 3 P-2, 6 GS, 18 NS, 6 NO (6 NO[a]), 4 UNV
Political Affairs Division
(120 posts)
1 D-2, 2 D-1, 8 P-5, 13 P-4, 25 P-3 (5 P-3[b]), 19 P-2, 4 GS, 41 NS (11 NS[b]), 3 NO (3 NO[b]), 4 UNV
Mine Action Liaison Unit
(2 posts)
1 P-3, 1 GS
Military contingents
Human Rights Section
(110 posts)
1 D-1, 1 P-5, 6 P-4, 21 P-3, 6 P-2 (3 P-2[b]), 10 GS, 36 NS (5 NS[b]), 2 NO (2 NO[b]), 27 UNV (7 UNV[b])
Child Protection Section
(34 posts)
1 P-5, 2 P-4, 13 P-3, 1 P-2, 1 GS, 1 NS, 11 NO, 4 UNV
United Nations specialized agencies, funds and programmes
Military observers
Rule of Law Unit
(7 posts)
1 D-1, 1 P-5, 3 P-4, 1 FS, 1 NS
Gender Issues Unit
(9 posts)
1 P-5, 1 P-4, 1 P-3, 1 GS, 3 NS, 2 UNV

Abbreviations: NS — national staff, NO — national officer, GS — General Service (Other level), GS (PL) — General Service (Principal level), UNV — United Nations Volunteer

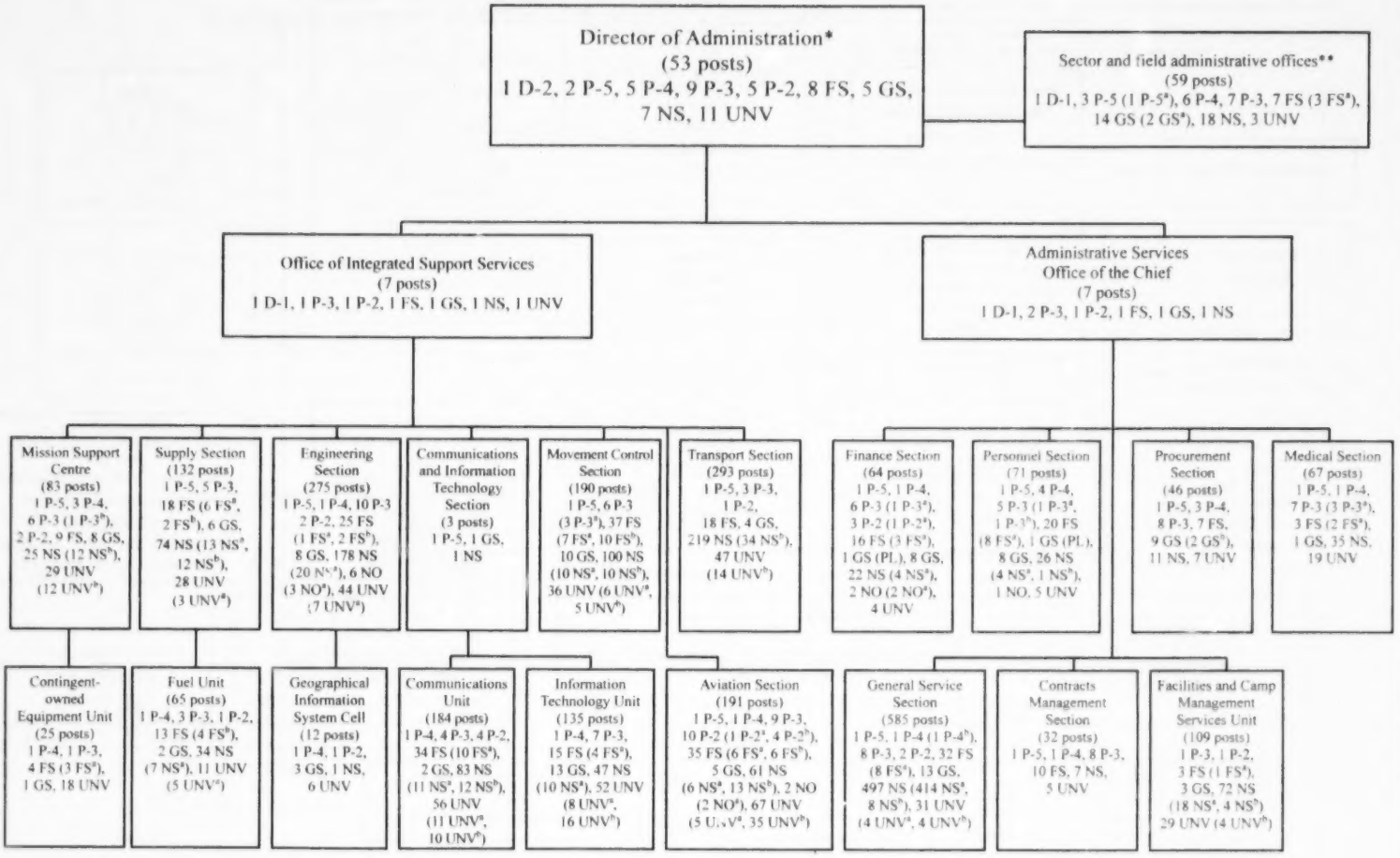
* Includes the immediate Office of the Special Representative of the Secretary-General, Legal Affairs Section, Quick-impact Project Unit, Protocol Unit and heads of liaison and field offices.

** General temporary assistance positions.

[a] Additional proposed posts.

[b] Temporary electoral support positions.

B. Administrative offices


Director of Administration*
(53 posts)
1 D-2, 2 P-5, 5 P-4, 9 P-3, 5 P-2, 8 FS, 5 GS, 7 NS, 11 UNV
Sector and field administrative offices**
(59 posts)
1 D-1, 3 P-5 (1 P-5[a]), 6 P-4, 7 P-3, 7 FS (3 FS[a]), 14 GS (2 GS[a]), 18 NS, 3 UNV
Office of Integrated Support Services
(7 posts)
1 D-1, 1 P-3, 1 P-2, 1 FS, 1 GS, 1 NS, 1 UNV
Administrative Services
Office of the Chief
(7 posts)
1 D-1, 2 P-3, 1 P-2, 1 FS, 1 GS, 1 NS
Mission Support Centre
(83 posts)
1 P-5, 3 P-4, 6 P-3 (1 P-3[b]), 2 P-2, 9 FS, 8 GS, 25 NS (12 NS[b]), 29 UNV (12 UNV[b])
Supply Section
(132 posts)
1 P-5, 5 P-3, 18 FS (6 FS[a], 2 FS[b]), 6 GS, 74 NS (13 NS[a], 12 NS[b]), 28 UNV (3 UNV[a])
Engineering Section
(275 posts)
1 P-5, 1 P-4, 10 P-3, 2 P-2, 25 FS (1 FS[a], 2 FS[b]), 8 GS, 178 NS (20 NS[a]), 6 NO (3 NO[a]), 44 UNV (7 UNV[a])
Communications and Information Technology Section
(3 posts)
1 P-5, 1 GS, 1 NS
Movement Control Section
(190 posts)
1 P-5, 6 P-3 (3 P-3[b]), 37 FS (7 FS[a], 10 FS[b]), 10 GS, 100 NS (10 NS[a], 10 NS[b]), 36 UNV (6 UNV[a], 5 UNV[b])
Transport Section
(293 posts)
1 P-5, 3 P-3, 1 P-2, 18 FS, 4 GS, 219 NS (34 NS[b]), 47 UNV (14 UNV[b])
Finance Section
(64 posts)
1 P-5, 1 P-4, 6 P-3 (1 P-3[b]), 3 P-2 (1 P-2[b]), 16 FS (3 FS[a]), 1 GS (PL), 8 GS, 22 NS (4 NS[a]), 2 NO (2 NO[a]), 4 UNV
Personnel Section
(71 posts)
1 P-5, 4 P-4, 5 P-3 (1 P-3[a], 1 P-3[b]), 20 FS (8 FS[a]), 1 GS (PL), 8 GS, 26 NS (4 NS[a], 1 NS[b]), 1 NO, 5 UNV
Procurement Section
(46 posts)
1 P-5, 3 P-4, 8 P-3, 7 FS, 9 GS (2 GS[b]), 11 NS, 7 UNV
Medical Section
(67 posts)
1 P-5, 1 P-4, 7 P-3 (3 P-3[a]), 3 FS (2 FS[b]), 1 GS, 35 NS, 19 UNV
Contingent-owned Equipment Unit
(25 posts)
1 P-4, 1 P-3, 4 FS (3 FS[a]), 1 GS, 18 UNV
Fuel Unit
(65 posts)
1 P-4, 3 P-3, 1 P-2, 13 FS (4 FS[b]), 2 GS, 34 NS (7 NS[a]), 11 UNV (5 UNV[a])
Geographical Information System Cell
(12 posts)
1 P-4, 1 P-2, 3 GS, 1 NS, 6 UNV
Communications Unit
(184 posts)
1 P-4, 4 P-3, 4 P-2, 34 FS (10 FS[a]), 2 GS, 83 NS (11 NS[a], 12 NS[b]), 56 UNV (11 UNV[a], 10 UNV[b])
Information Technology Unit
(135 posts)
1 P-4, 7 P-3, 15 FS (4 FS[a]), 13 GS, 47 NS (10 NS[a]), 52 UNV (8 UNV[a], 16 UNV[b])
Aviation Section
(191 posts)
1 P-5, 1 P-4, 9 P-3, 10 P-2 (1 P-2[a], 4 P-2[b]), 35 FS (6 FS[a], 6 FS[b]), 5 GS, 61 NS (6 NS[a], 13 NS[b]), 2 NO (2 NO[a]), 67 UNV (5 UNV[a], 35 UNV[b])
General Service Section
(585 posts)
1 P-5, 1 P-4 (1 P-4[b]), 8 P-3, 2 P-2, 32 FS (8 FS[a]), 13 GS, 497 NS (414 NS[a], 8 NS[b]), 31 UNV (4 UNV[a], 4 UNV[b])
Contracts Management Section
(32 posts)
1 P-5, 1 P-4, 8 P-3, 10 FS, 7 NS, 5 UNV
Facilities and Camp Management Services Unit
(109 posts)
1 P-3, 1 P-2, 3 FS (1 FS[a]), 3 GS, 72 NS (18 NS[a], 4 NS[b]) 29 UNV (4 UNV[b])

Abbreviations: NS — national staff, NO — national officer, GS — General Service (Other level), GS (PL) — General Service (Principal level), UNV — United Nations Volunteer

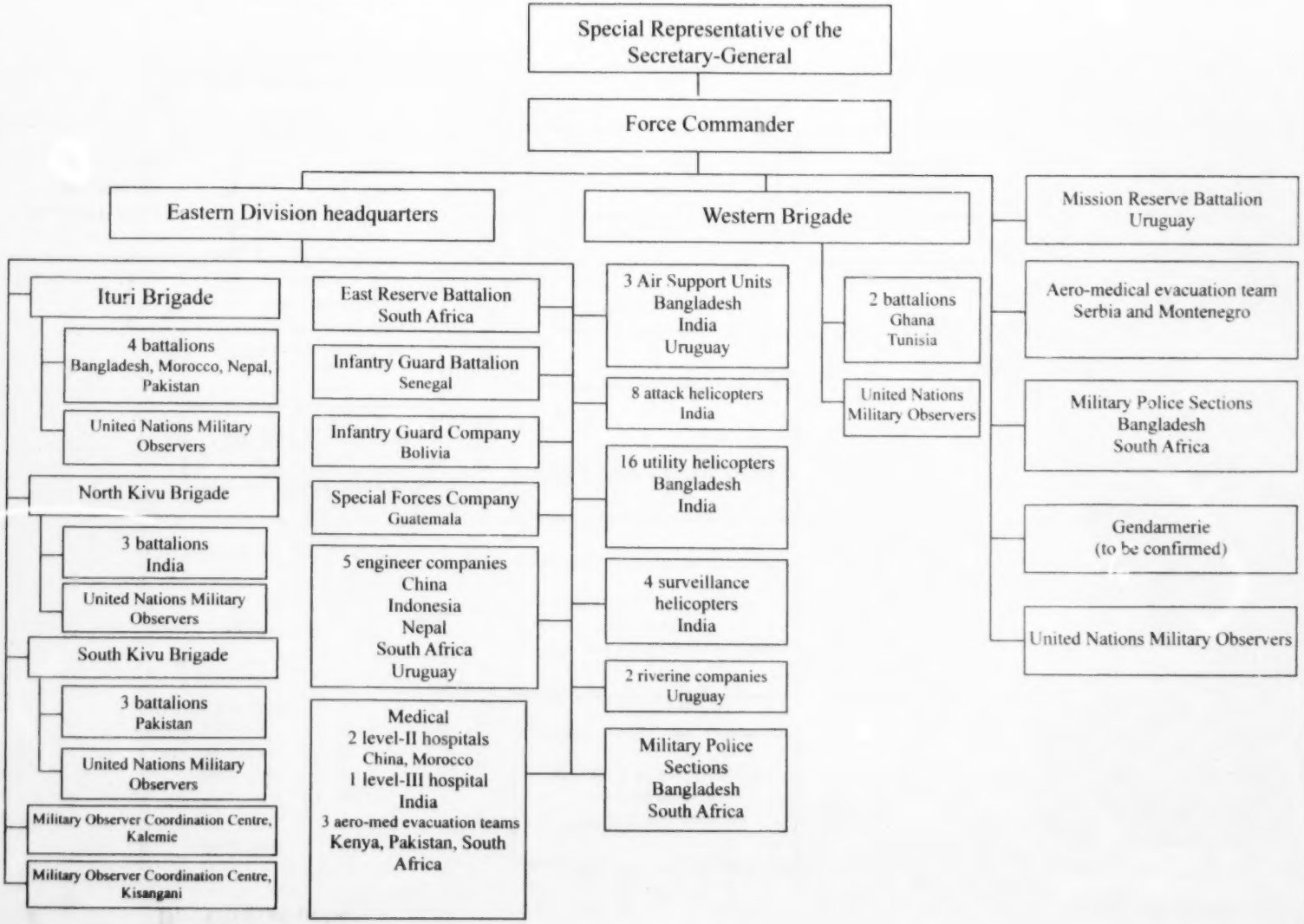
* Includes the Immediate Office of the Director of Administration, Aviation Safety Unit, Budget and Cost Control Unit, Administrative Coordination Unit and Administrative Planning and Policy Unit.

** Includes Military Planning, Support and Liaison Office in Kisangani.

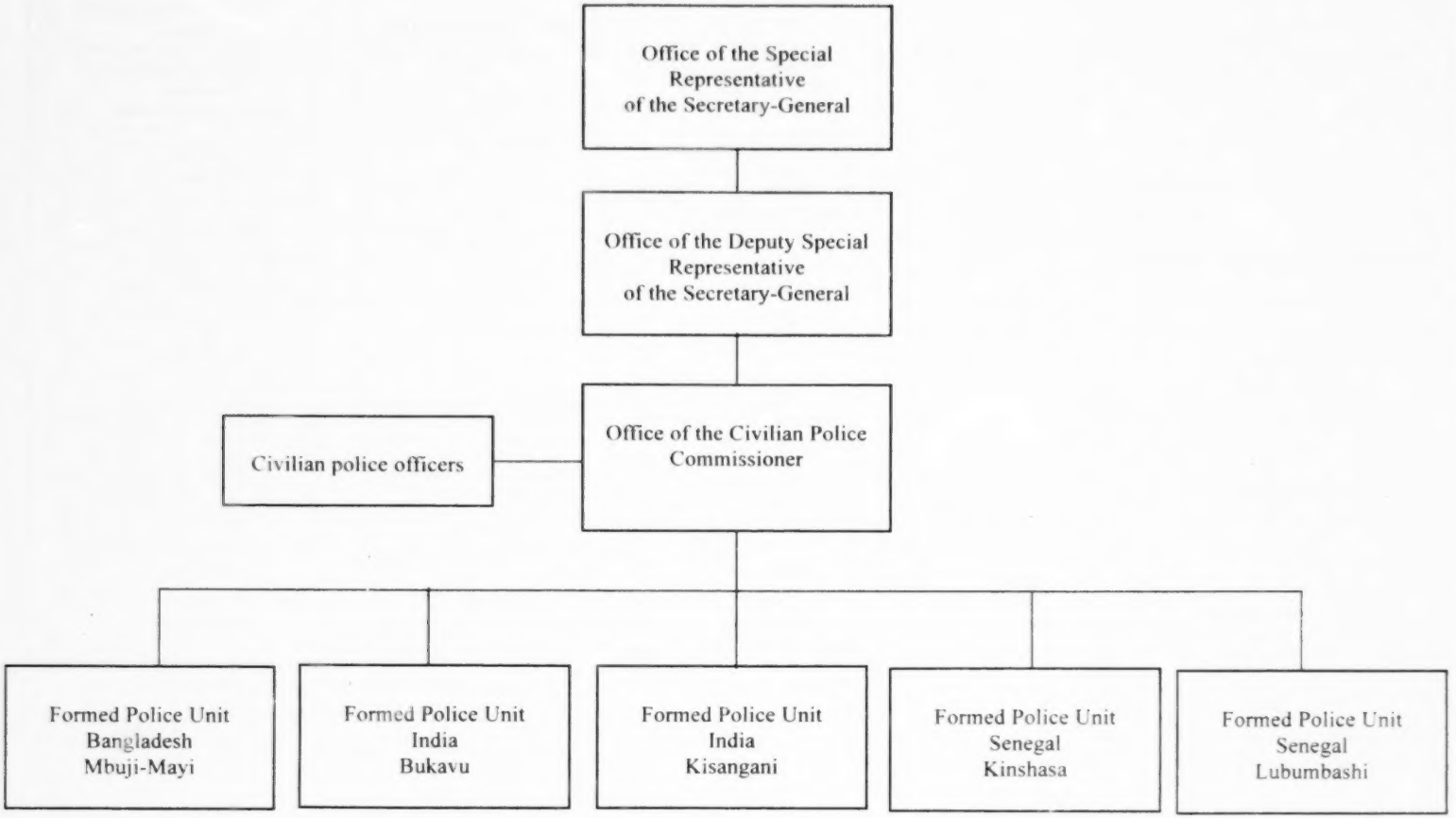
[a] Additional proposed posts.

[b] Temporary electoral support positions.

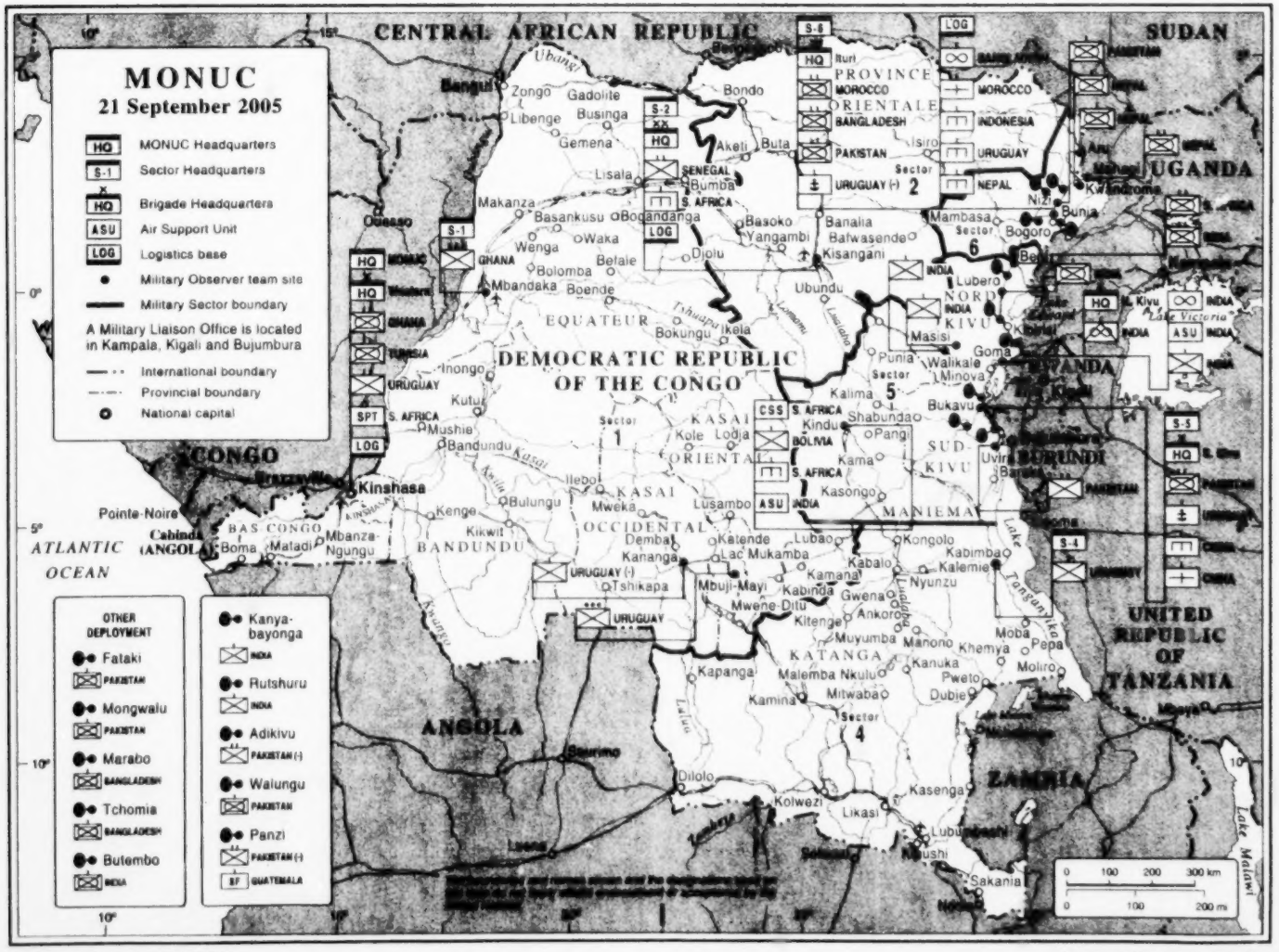
C. Military component



D. Civilian police


Office of the Special Representative of the Secretary-General
Office of the Deputy Special Representative of the Secretary-General
Office of the Civilian Police Commissioner
Civilian police officers
Formed Police Unit Bangladesh Mbuji-Mayi
Formed Police Unit India Bukavu
Formed Police Unit India Kisangani
Formed Police Unit Senegal Kinshasa
Formed Police Unit Senegal Lubumbashi

Map



Map No. 4121 Rev. 23 UNITED NATIONS
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Department of Peacekeeping Operations
Cartographic Section